

## Ferris ISD

### 2022-2023 New Hire Guide for Teachers and Librarians

Years of Experience	New Hire Salary
0	\$51,500
1	\$51,800
2	\$52,000
3	\$52,200
4	\$52,400
5	\$52,800
6	\$53,200
7	\$53,700
8	\$54,260
9	\$54,710
10	\$55,160
11	\$55,560
12	\$55,960
13	\$56,360
14	\$56,760
15	\$57,160
16	\$57,560
17	\$58,060
18	\$58,560
19	\$59,060
20	\$59,560
21	\$60,160
22	\$60,760
23	\$61,360
24	\$61,960
25+	\$62,770

Continuing Teachers and Librarians will receive an increase of \$2000

The salaries listed above are based on 10-month employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,500 General Master's Degree Stipend**  
**\$2,500 General Doctorate Degree Stipend**

## Ferris ISD

### 2022-2023 Salary Range for Teachers and Librarians

Hiring Salary Range	
10-Month Hiring Range Minimum:	\$51,500
10-Month Hiring Range Maximum:	\$62,770
Continuing Teachers and Librarians will receive an increase of \$2000	

The salaries listed above are based on 10-month employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

**\$1,500 General Master's Degree Stipend**  
**\$2,500 General Doctorate Degree Stipend**

## 2022-2023 Proposed Administrative Professional Pay Plan

Ferris ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>1</b>							
	Accountant	226	<b>Daily</b>	<b>\$244.53</b>	<b>\$293.55</b>	<b>\$342.58</b>	<b>\$8.81</b>
	Coordinator - PEIMS	226	<b>187 Days</b>	45,728	54,894	64,062	1,647
	Director - Maintenance/Transportation	260	<b>207 Days</b>	50,618	60,765	70,913	1,823
	Nurse - LVN (District Lead)	207	<b>226 Days</b>	55,265	66,342	77,423	1,990
	Social Worker	207	<b>260 Days</b>	63,578	76,323	89,070	2,290
	Speech Language Pathologist Asst	187					
<b>2</b>							
	Counselor - Elementary	197, 207	<b>Daily</b>	<b>\$266.53</b>	<b>\$319.97</b>	<b>\$373.41</b>	<b>\$9.60</b>
	Nurse - RN (District Lead)	207	<b>197 Days</b>	52,507	63,034	73,561	1,891
	Police Lieutenant	207	<b>207 Days</b>	55,172	66,234	77,295	1,987
			<b>226 Days</b>	60,236	72,313	84,390	2,169
<b>3</b>							
	Assistant Principal - Elementary	207	<b>Daily</b>	<b>\$282.53</b>	<b>\$339.17</b>	<b>\$395.81</b>	<b>\$10.18</b>
	Counselor - Secondary	207	<b>197 Days</b>	55,658	66,816	77,974	2,004
	Diagnostician	197	<b>207 Days</b>	58,484	70,208	81,932	2,106
	Diagnostician (District Lead)	207	<b>226 Days</b>	63,852	76,652	89,453	2,300
	Director - Food Service	226					
	Director - PEIMS	226					
	Instructional Technologist	207					
	Learning Specialist	207					
	Licensed Specialist in School Psychology	197/207					
	Police Chief	226					
	Specialist - Behavior	197					
	Speech Language Pathologist	197					
	Speech Language Pathologist (District Lead)	207					
<b>4</b>							
	Assistant Principal - JH	207	<b>Daily</b>	<b>\$293.83</b>	<b>\$352.73</b>	<b>\$411.64</b>	<b>\$10.58</b>
	Coordinator - BE/ELL	207	<b>207 Days</b>	60,822	73,016	85,209	2,190
	Coordinator - Counseling & Assessment	207	<b>226 Days</b>	66,405	79,718	93,031	2,392
	Coordinator - CTE	207					
	Coordinator - GT	207					
	Coordinator - Instructional Technology	207					
	Coordinator - Secondary Discipline	207					
	Coordinator - Special Populations	207					
	Dean of Students - JH	207					

<b>5</b>		<b>Daily</b>	<b>\$314.40</b>	<b>\$377.42</b>	<b>\$440.45</b>	<b>\$11.32</b>
Associate Director - Special Populations	207	<b>207 Days</b>	65,080	78,127	91,173	2,344
Assistant Principal - HS	207	<b>226 Days</b>	71,054	85,298	99,541	2,559
Business Manager	226					
Principal - Elementary	226					
Secondary Academic Dean (CTE/Adv. Acad.)	226					

<b>6</b>		<b>Daily</b>	<b>\$339.54</b>	<b>\$407.61</b>	<b>\$475.68</b>	<b>\$12.23</b>
Director - Accountability, Research, & Evaluati	226	<b>207 Days</b>	70,285	84,376	98,467	2,531
Director - Athletics	226	<b>226 Days</b>	76,736	92,120	107,505	2,764
Director - CTE	207					
Director - Curriculum	226					
Director - Finance (CFO)	226					
Director - Elementary Learning	226					
Director - Secondary Learning	226					
Director - Special Populations	226					
Director - Technology	226					
Principal - DAEP	207					
Principal - JH	226					

<b>7</b>		<b>Daily</b>	<b>\$366.70</b>	<b>\$440.22</b>	<b>\$513.74</b>	<b>\$13.21</b>
Assistant Superintendent - Student Support	226	<b>226 Days</b>	82,874	99,490	116,106	2,985
Principal - HS	226					

<b>8</b>		<b>Daily</b>	<b>\$403.08</b>	<b>\$483.90</b>	<b>\$564.71</b>	<b>\$9.68</b>
Deputy Superintendent - Administration	226	<b>226 Days</b>	91,097	109,361	127,625	2,187

## 2022-2023 Proposed Clerical-Paraprofessional Pay Plan

Ferris ISD

\*The salaries posted are based on an 8 hr. work day. We recalculate the salary if needed for fewer hours worked; i.e. 7 hrs., 5 hrs., etc.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3-8% GPI		
<b>1</b>			<b>Hourly</b>	<b>\$11.45</b>	<b>\$14.68</b>	<b>\$17.91</b>	<b>\$1.17</b>	8%
	Teacher Aide - Bilingual	187	<b>187 Days</b>	17,126	21,957	26,788	1,757	
	Teacher Aide - Level I	187						
	Teacher Aide - SpEd	187						
<b>2</b>			<b>Hourly</b>	<b>\$12.03</b>	<b>\$15.42</b>	<b>\$18.82</b>	<b>\$0.93</b>	6%
	Nurse Aide	187	<b>187 Days</b>	17,998	23,073	28,147	1,384	
	Teacher Aide - Level II	187						
	Teacher Aide - SpEd CBI	187						
<b>3</b>			<b>Hourly</b>	<b>\$12.99</b>	<b>\$16.65</b>	<b>\$20.32</b>	<b>\$1.00</b>	6%
	Attendance Clerk - Elementary	187, 197	<b>187 Days</b>	19,426	24,912	30,399	1,495	
	Attendance Clerk / Discipline Clerk - Sec.	197, 207	<b>197 Days</b>	20,464	26,245	32,025	1,575	
	Counseling Clerk	197, 207	<b>207 Days</b>	21,503	27,577	33,650	1,655	
	Interpreter / Translator	207, 226	<b>226 Days</b>	23,477	30,108	36,739	1,806	
	Library Aide	187, 197						
	Nurse Aide - CNA or MA	187						
	Receptionist - Campus	187, 207						
<b>4</b>			<b>Hourly</b>	<b>\$14.25</b>	<b>\$17.80</b>	<b>\$21.36</b>	<b>\$0.71</b>	4%
	Attendance Clerk - Secondary	197, 207	<b>197 Days</b>	22,455	28,060	33,666	1,122	
	Principal Secretary - Elementary	207	<b>207 Days</b>	23,595	29,485	35,375	1,179	
	Business Department Clerk	226	<b>226 Days</b>	25,761	32,191	38,621	1,288	
<b>5</b>			<b>Hourly</b>	<b>\$15.66</b>	<b>\$19.57</b>	<b>\$23.48</b>	<b>\$0.59</b>	3%
	Bilingual Assessment Clerk	187, 207	<b>187 Days</b>	23,421	29,277	35,132	878	
	Help Desk Technician / Computer Technicia	207, 226	<b>207 Days</b>	25,926	32,408	38,890	972	
	Principal Secretary - JH	207	<b>226 Days</b>	28,306	35,383	42,459	1,061	
	Receptionist - Administration	226						
<b>6</b>			<b>Hourly</b>	<b>\$17.53</b>	<b>\$21.92</b>	<b>\$26.31</b>	<b>\$0.66</b>	3%
	Director Secretary	226	<b>207 Days</b>	29,031	36,297	43,563	1,089	
	Maintenance/Transportation Secretary	260	<b>226 Days</b>	31,695	39,628	47,562	1,189	
	PD Dispatch/Administrative Assistant	207	<b>260 Days</b>	36,464	45,590	54,717	1,368	
	Principal Secretary - HS	207						
<b>7</b>			<b>Hourly</b>	<b>\$19.85</b>	<b>\$23.83</b>	<b>\$27.81</b>	<b>\$0.72</b>	3%
	Accounts Payable Clerk	226	<b>187 Days</b>	29,696	35,650	41,604	1,070	
	Accounting Clerk	226	<b>226 Days</b>	35,889	43,085	50,280	1,293	

Benefits Clerk	226
Bookkeeper	226
Computer Network Technician	226
Coordinator Student and Family Support &	226
Nurse - LVN	187
Payroll Clerk	226
PEIMS Assistant	226
Systems Programmer/Analyst	226

<b>8</b>		<b>Hourly</b>	<b>\$25.01</b>	<b>\$30.03</b>	<b>\$35.05</b>	<b>\$0.90</b>	3%
Accounting Specialist	226	<b>226 Days</b>	45,218	54,294	63,370	1,629	
Benefits Specialist	226						
Database Administrator	226						
Payroll Specialist	226						
Superintendent Secretary	226						

<b>9</b>		<b>Hourly</b>	<b>\$28.00</b>	<b>\$33.25</b>	<b>\$38.50</b>	<b>\$1.00</b>	3%
Network Administrator	226	<b>187 Days</b>	41,888	49,742	57,596	1,492	
Nurse - RN	187/207	<b>207 Days</b>	46,368	55,062	63,756	1,652	
		<b>226 Days</b>	50,624	60,116	69,608	1,803	

**2022-2023 Proposed Auxiliary Pay Plan**

Ferris ISD

\*The salaries posted are based on an 8 hr. work day. We recalculate the salary if needed for fewer hours worked; i.e. 7 hrs., 5 hrs., etc.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3-6% GPI			
<b>1</b>			<b>Hourly</b>	<b>\$10.60</b>	<b>\$12.99</b>	<b>\$15.37</b>	<b>\$0.78</b>	6%	<b>Café</b> <b>\$1.56</b>
	Coffee Shop Clerk	180	<b>180 Days</b>	15,264	18,706	22,133	1,122		
	Custodian	260	<b>260 Days</b>	22,048	27,009	31,970	1,621		
	Food Service Worker	180							
	General Maintenance I	260							
	Groundskeeper	260							
<b>2</b>			<b>Hourly</b>	<b>\$11.61</b>	<b>\$14.51</b>	<b>\$17.41</b>	<b>\$0.58</b>	4%	<b>\$1.50</b>
	Custodian - Head	260	<b>180 Days</b>	16,718	20,894	25,070	836		
	Food Service Manager - Elementary	180	<b>260 Days</b>	24,141	30,177	36,212	1,207		
	General Maintenance II	260							
<b>3</b>			<b>Hourly</b>	<b>\$13.05</b>	<b>\$16.31</b>	<b>\$19.57</b>	<b>\$0.57</b>	3.5%	<b>\$1.50</b>
	Food Service Manager - JH	180	<b>180 Days</b>	18,792	23,486	28,181	822		
	Security Guard/PSO	187	<b>187 Days</b>	19,525	24,402	29,279	854		
<b>4</b>			<b>Hourly</b>	<b>\$15.07</b>	<b>\$18.83</b>	<b>\$22.59</b>	<b>\$0.57</b>	3%	<b>\$1.50</b>
	Food Service Assistant	226	<b>180 Days</b>	21,701	27,115	32,530	813		
	Food Service Manager - HS	180, 226	<b>226 Days</b>	27,245	34,042	40,839	1,021		
	General Maintenance III	260	<b>260 Days</b>	31,343	39,163	46,983	1,175		
	Supervisor - Custodial	260							
Vehicle Maintenance	260								
<b>5</b>			<b>Hourly</b>	<b>\$19.28</b>	<b>\$24.10</b>	<b>\$28.92</b>	<b>\$0.72</b>	3%	
	HVAC Specialist	260	<b>260 Days</b>	40,106	50,132	60,159	1,504		
	Maintenance Foreman	260							
Lead Mechanic	260								
<b>6</b>			<b>Hourly</b>	<b>\$23.32</b>	<b>\$28.44</b>	<b>\$33.56</b>	<b>\$0.55</b>	3%	
	Supervisor - Maintenance	260	<b>260 Days</b>	48,504	59,152	69,799	1,775		
	Supervisor - Transportation	260							
<b>7</b>			<b>Hourly</b>	<b>\$26.27</b>	<b>\$31.67</b>	<b>\$37.08</b>	<b>\$0.95</b>	3%	
	Police Officer	197	<b>197 Days</b>	41,394	49,916	58,438	1,498		
<b>8</b>			<b>Hourly</b>	<b>\$27.40</b>	<b>\$32.91</b>	<b>\$38.42</b>	<b>\$0.99</b>	3%	
	Police Sergeant	207	<b>207 Days</b>	47,077	54,496	63,622	1,635		
<b>BM</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$15.00</b>	<b>\$15.00</b>	<b>n/a</b>	\$1.67	
	Bus Monitor	180	<b>180 Days</b>	4,050	4,050	4,050	<b>1.5 hrs</b>		
	SpEd Bus Monitor	180	<b>180 Days</b>	5,400	5,400	5,400	<b>2 hrs</b>		
<b>BD</b>			<b>Hourly</b>	<b>\$22.00</b>	<b>\$22.00</b>	<b>\$22.00</b>	<b>n/a</b>	\$2	
	Bus Driver	180	<b>180 Days</b>	11,880	11,880	11,880	<b>3 hrs</b>		
	SpEd Bus Driver	180	<b>180 Days</b>	15,840	15,840	15,840	<b>4 hrs</b>		
<b>CG</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$15.00</b>	<b>\$15.00</b>	<b>n/a</b>	nada	
	Crossing Guard	180	<b>180 Days</b>	5,400	5,400	5,400	<b>2 hrs.</b>		

**2022-2023 Extra Duty Stipends**

Ferris ISD

Category	Assignment	Level	Proposed Stipend
<b>Academic Stipends</b>			
	GT Stipend	ES	\$ 1,500
	Robotics	ES	\$ 750
	UIL Campus Coordinator	ES	\$ 750
	UIL Subject Coach	ES	\$ 250
	Yearbook	ES	\$ 1,000
	UIL District Coordinator	ES	\$ 1,500
	Debate	JH	\$ 1,000
	GT Stipend	JH	\$ 1,500
	NJHS Stipend	JH	\$ 500
	One Act Play & Drama/Theater	JH	\$ 2,000
	Robotics	JH	\$ 1,000
	Student Council	JH	\$ 500
	UIL Campus Coordinator	JH	\$ 750
	UIL Subject Coach	JH	\$ 250
	Yearbook	JH	\$ 1,500
	UIL District Coordinator	JH & HS	\$ 1,500
	Debate/Speech	HS	\$ 2,500
	Dual Credit (per HS course, not college)	HS	\$ 1,500
	NHS	HS	\$ 600
	One Act Play & Drama/Theater	HS	\$ 3,500
	Robotics	HS	\$ 4,000
	Student Council	HS	\$ 1,000
	UIL Campus Coordinator	HS	\$ 750
	UIL Subject Coach	HS	\$ 250
	Yearbook	HS	\$ 2,000
<b>Athletic Stipends</b>			
	Athletic Coordinator	JH	\$ 3,000
	Athletic Trainer	JH	\$ 9,000
	Coach - Cross Country	JH	\$ 2,000
	Coach - Football	JH	\$ 3,000
	Coach - JH Basketball	JH	\$ 3,000
	Coach - JH Track	JH	\$ 2,000
	Coach - Volleyball	JH	\$ 3,000
	Coach - Tennis	JH	\$ 2,000
	Asst Coach - Baseball	HS	\$ 4,000
	Asst Coach - Basketball	HS	\$ 4,000
	Asst Coach - Cross Country	HS	\$ 3,000
	Asst Coach - Football	HS	\$ 5,000
	Asst Coach - Soccer	HS	\$ 4,000
	Asst Coach - Softball	HS	\$ 4,000
	Asst Coach - Tennis	HS	\$ 3,000
	Asst Coach - Track	HS	\$ 3,000
	Asst Coach - Volleyball	HS	\$ 4,000



Athletic Trainer	HS	\$	12,000
Coach - Head Football	HS	\$	15,000
Coach - Offensive Coordinator	HS	\$	7,000
Coach - Defensive Coordinator	HS	\$	7,000
Coach - Special Teams Coordinator	HS	\$	7,000
Coach - Performance Coordinator	HS	\$	7,000
Coach - Run Game Coordinator	HS	\$	6,000
Coach - Pass Game Coordinator	HS	\$	6,000
Coach - Recruiting Coordinator	HS	\$	6,000
Coach - Media/Tech Coordinator	HS	\$	6,000
Coach - Speed/Agility Coordinator	HS	\$	6,000
Coach - Culture Coordinator	HS	\$	6,000
Coach - Program Development & Compliance	HS	\$	6,000
Coach - Football	HS	\$	5,000
Head Coach - Baseball	HS	\$	6,000
Head Coach - Basketball	HS	\$	6,000
Head Coach - Cross Country	HS	\$	4,000
Head Coach - Golf	HS	\$	4,000
Head Coach - Powerlifting	HS	\$	4,000
Head Coach - Soccer	HS	\$	6,000
Head Coach - Softball	HS	\$	6,000
Head Coach - Tennis (Fall & Spring)	HS	\$	8,000
Head Coach - Track	HS	\$	4,000
Head Coach - Volleyball	HS	\$	6,000
Coach - Summer (6 wks.)	HS	\$	3,000
Coach - Summer (1 wk.)	HS	\$	500
Assistant Athletic Director	District	\$	10,000
Special Olympics	District	\$	1,000

<b>Performing Arts Stipends</b>
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Asst Cheer	JH	\$	1,200
Head Cheer	JH	\$	2,500
Head Choir Dir	JH	\$	2,000
Head Band Dir	JH	\$	5,500
Pep Squad	JH	\$	1,500
Asst Band Dir - JH & HS	JH & HS	\$	5,000
Asst Cheer	HS	\$	3,000
Drill Team	HS	\$	4,000
Head Cheer	HS	\$	5,000
Head Choir Dir	HS	\$	4,000
Head Band Dir - HS	HS	\$	8,500

<b>Role-Specific Stipends</b>
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Bilingual Teacher	ES	\$	5,000
ESL pairing to Bilingual Teacher	ES	\$	3,000
Ag	HS	\$	3,000
Composite Science Stipend	HS	\$	2,500
ELA Stipend	HS	\$	2,500
Math Stipend	HS	\$	2,500
Prom	HS	\$	1,500
AVID Coordinator	Campus	\$	1,200

Campus Leadership Team (Aide)	Campus	\$	1,000
Campus Leadership Team (Teacher)	Campus	\$	2,000
Doctorate Degree in Subject Area	Campus	\$	2,500
MAP Coach	Campus	\$	500
Master's Degree in Subject Area	Campus	\$	1,500
Testing Coordinator / 197-Day Teacher	Campus	\$	1,500
Behavior Intervention Specialist Certificate from Region 10	District	\$	1,500
Dyslexia Intervention Teachers	District	\$	1,500
Self-Contained SpEd	District	\$	1,500
Pregnancy-Related Services	District	\$	750

#### Extra Duty Pay

After School Detention / Saturday School	District	\$15/hr
Homebound Teacher (in town)	District	\$25/hr
Homebound Teacher (outside of town)	District	\$35/hr
Prof. Staff, PD, Attendee, on-site (off contract)	District	\$150/day
Prof. Staff, PD, Presenter, on-site (off contract)	District	\$250/day
Prof. Staff, Curriculum Writing (off contract)	District	\$25/hr
STAAR Tutorial / Summer School Teacher	District	\$25/hr
Support Staff, PD, Attendee, on-site (off "contract")	District	\$100/day

#### Athletic Worker Duty Pay

Baseball / Softball - Pitch Counter	Varsity	\$15/game
Baseball / Softball - Book Worker	HS	\$15/game
Baseball / Softball - Gate Worker	HS	\$15/game
Baseball / Softball - Scoreboard / Announcer	HS	\$15/game
Basketball - Book Worker	District	\$15/game
Basketball - Clock / Announcer	District	\$15/game
Basketball - Gate Worker	District	\$15/game
Driving the team bus when it's not your sport	District	\$25/round trip
Football - Clock / Announcer	JH, 9th, JV	\$25/game
Football - Gate Worker	JH, 9th, JV	\$25/game
Football - Announcer	Varsity	\$100/game
Football - Clock	Varsity	\$100/game
Football - Gate Worker	Varsity	\$75/game
Football - Reserved Seating & Gate Manager	Varsity	\$150/game
Soccer - Clock / Announcer	District	\$25/game
Soccer - Gate Worker	District	\$20/game
Volleyball - Book Worker	District	\$15/game
Volleyball - Clock / Announcer	District	\$15/game
Volleyball - Gate Worker	District	\$15/game
Volleyball - Libero Tracker	District	\$15/game

**2022-2023 Substitute Teacher**  
**Ferris ISD**

Job Title	2019-2021	2021-2023
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<b>Regular Day</b>		
Level I Sub (No Degree, No Cert. -OR- No Exp. w/FISD)	65	80
Level II Sub (Degree & No Cert. -OR- more than 100 days experience w/FISD)	75	90
Level III Sub (Degree & Cert. -OR- more than 500 days experience w/FISD)	85	100

<b>Permanent Sub Rate (more than 15 days)</b>		
Level I Sub (No Degree, No Cert. -OR- No Exp. w/FISD)	90	100
Level II Sub (Degree, No Cert. -OR- more than 100 days experience w/FISD)	100	110
Level III Sub (Degree, Cert. -OR- more than 500 days experience w/FISD)	110	120

<b>Something Extra</b>	<b>Gift Card</b>
Subbed in district for 50 days	\$50
Subbed in district for 100 days	\$100
Subbed in district for 150 days	\$150