

**Administrative Professional Pay Plan**  
**Ferris ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Accountant	226			
	Coordinator - PEIMS	226			
	Director - Maintenance/Transportation	260			
	Nurse - LVN (District Lead)	207			
	Social Worker	207			
	Speech Language Pathologist Asst	187			
	Superintendent Executive Assistant	226			
<b>2</b>					
	Counselor - Elementary	197, 207			
	Nurse - RN (District Lead)	207			
	Police Lieutenant	207			
<b>3</b>					
	Counselor - Secondary	207			
	Counselor - Secondary (Lead)	226			
	Diagnostician	197			
	Diagnostician (District Lead)	207			
	Instructional Technologist	207			
	Learning Specialist	207			
	Licensed Specialist in School Psychology	197/207			
	Social Emotional Learning Counselor	207			
	Specialist - Behavior	197			
	Speech Language Pathologist	197			
	Speech Language Pathologist (District Lead)	207			
	Coordinator - Human Resources	226			
<b>4</b>					
	Assistant Principal - Elementary	207			
	Assist. Principal - Elem. Sumer School	226			
	Coordinator - BE/ELL	207			
	Coordinator - TCLAS	207			
	Coordinator - CTE & Advanced Academics	207			
	Coordinator - GT	207			
	Coordinator - Instructional Technology	207			
	Coordinator - MTSS (Rtl)	207			
	Coordinator - Digital Communications	226			
	Police Chief	226			
<b>5</b>					
	Assistant Principal - JH	207			
	Principal - DAEP	207			
	PEIMS Director	226			
<b>6</b>					
	Assistant Principal - HS	207			
	Secondary Dean (Academics)	207			
	Assistant Principal - HS Summer School	226			
	Principal - Elementary	226			
	Director - Athletics	226			
	Director - Counseling & Assessment	226			
	Director - Finance	226			
	Director - Human Resources	226			
	Director - Career and Technology	226			
	Director - Special Populations	226			
	Director - State & Federal Programs	226			

Daily		\$254.87	\$300.89	\$349.92
187	Days	47,661	56,266	65,435
207	Days	52,758	62,284	72,433
226	Days	57,600	68,001	79,081
260	Days	66,266	78,231	90,979

Daily		\$274.53	\$327.97	\$381.41
197	Days	54,082	64,610	73,561
207	Days	56,827	67,890	77,295
226	Days	62,043	74,121	84,390

Daily		\$291.01	\$347.65	\$404.29
197	Days	57,329	68,487	79,645
207	Days	60,239	71,963	83,688
226	Days	65,768	78,568	91,363

Daily		\$302.65	\$361.55	\$420.46
207	Days	62,648	74,840	87,035
226	Days	68,398	81,710	95,024

Daily		\$323.84	\$386.86	\$449.89
207	Days	67,035	80,080	93,127
226	Days	73,188	87,430	101,675

Daily		\$349.73	\$417.80	\$485.87
207	Days	72,394	86,484	100,575
226	Days	79,039	94,423	109,807

Director - Teaching & Learning	226
Director - Technology	226
Director - TIA/Gear Up	226
Director - Foodservice	226

<b>7</b>	
Principal - JH	226

<b>8</b>	
Principal - HS	226
Assistant Superintendent - Academic Services	226

<b>9</b>	
Director of Operations/HR - Administration	226

<b>10</b>	
Deputy Superintendent - Administration	226

<b>Daily</b>	<b>\$377.71</b>	<b>\$451.23</b>	<b>\$524.75</b>
<b>226</b>	<b>Days</b>	85,362	101,978
		118,593	

<b>Daily</b>	<b>\$415.18</b>	<b>\$496.00</b>	<b>\$576.81</b>
<b>226</b>	<b>Days</b>	93,830	112,096
		130,359	

<b>Daily</b>	<b>\$447.57</b>	<b>\$526.55</b>	<b>\$619.47</b>
<b>226</b>	<b>Days</b>	101,150	119,000
		140,000	

<b>Daily</b>	<b>\$452.64</b>	<b>\$530.77</b>	<b>\$707.96</b>
<b>226</b>	<b>Days</b>	102,297	119,954
		160,000	

# Clerical-Paraprofessional Pay Plan

Ferris ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum		
<b>1</b>			<b>Hourly</b>	<b>\$12.18</b>	<b>\$15.41</b>	<b>\$18.64</b>	
	Teacher Aide - Bilingual	187	<b>187</b>	<b>Days</b>	18,221	23,053	27,885
	Teacher Aide - Level I	187					
	Teacher Aide - SpEd	187					
	Teacher Aide - w/ Associate's Degree	187					
<b>2</b>			<b>Hourly</b>	<b>\$14.03</b>	<b>\$17.27</b>	<b>\$20.50</b>	
	Nurse Aide	187	<b>187</b>	<b>Days</b>	21,000	25,832	30,664
	Teacher Aide - Level II	187					
	Teacher Aide - SpEd CBI	187					
	Teacher Aide - Level III w/ Bachelor's degree	187					
<b>3</b>			<b>Hourly</b>	<b>\$12.80</b>	<b>\$16.19</b>	<b>\$19.59</b>	
	Attendance Clerk - Elementary	187, 197	<b>187</b>	<b>Days</b>	19,148	24,220	28,147
	Attendance Clerk / Discipline Clerk - Sec.	197, 207	<b>197</b>	<b>Days</b>	21,780	27,548	33,332
	Counseling Clerk	197, 207	<b>207</b>	<b>Days</b>	22,885	28,946	35,024
	Interpreter / Translator	207, 226	<b>226</b>	<b>Days</b>	24,986	31,603	38,239
	Library Aide	187, 197					
	Nurse Aide - CNA or MA	187					
	Receptionist - Campus	187, 207					
<b>4</b>			<b>Hourly</b>	<b>\$13.82</b>	<b>\$17.48</b>	<b>\$21.15</b>	
	Assessment Clerk	197, 207	<b>187</b>	<b>Days</b>	20,674	26,150	31,640
	Attendance Clerk - Secondary	197, 207	<b>197</b>	<b>Days</b>	21,780	27,548	33,332
	Business Department Clerk	226	<b>207</b>	<b>Days</b>	22,885	28,946	35,024
	Principal Secty. - Elem. & Assist. Principal Secty. HS	207	<b>226</b>	<b>Days</b>	24,986	31,603	38,239
	Special Populations / DAEP Clerk	197					
	Special Populations Clerk/receptionist	226					
<b>5</b>			<b>Hourly</b>	<b>\$15.14</b>	<b>\$18.69</b>	<b>\$22.25</b>	
	Attendance Clerk - District	226	<b>197</b>	<b>Days</b>	23,861	29,455	35,066
	Bilingual Assessment Clerk	187, 207	<b>207</b>	<b>Days</b>	25,072	30,951	36,846
	Counseling Clerk - HS	197, 207	<b>226</b>	<b>Days</b>	27,373	33,792	40,228
	Help Desk Technician / Computer Technician	207, 226					
	Principal Secretary - JH	207					
	Receptionist - Administration	226					
<b>6</b>			<b>Hourly</b>	<b>\$16.15</b>	<b>\$20.06</b>	<b>\$23.97</b>	
	Director Secretary	226	<b>187</b>	<b>Days</b>	24,160	30,010	35,859
	Maintenance/Transportation Secretary	260	<b>197</b>	<b>Days</b>	25,452	31,615	37,777
	PD Dispatch/Administrative Assistant	226	<b>207</b>	<b>Days</b>	26,744	33,219	39,694
	Principal Secretary - HS	207	<b>226</b>	<b>Days</b>	29,199	36,268	43,338
<b>7</b>			<b>Hourly</b>	<b>\$18.08</b>	<b>\$22.47</b>	<b>\$26.86</b>	
	Accounts Payable Clerk	226	<b>207</b>	<b>Days</b>	29,940	37,210	44,480
	Accounting Clerk	226	<b>226</b>	<b>Days</b>	32,689	40,626	48,563
	Benefits Clerk	226	<b>260</b>	<b>Days</b>	37,606	46,738	55,869
	Bookkeeper	226					
	Computer Network Technician	226					
	Coordinator Student and Family Support & Skyward	226					
<b>8</b>			<b>Hourly</b>	<b>\$20.45</b>	<b>\$24.43</b>	<b>\$28.41</b>	
	Accounts Payable Clerk	226	<b>187</b>	<b>Days</b>	30,593	36,547	42,501
	Accounting Clerk	226	<b>226</b>	<b>Days</b>	36,974	44,169	51,365
	Benefits Clerk	226					
	Bookkeeper	226					
	Computer Network Technician	226					
	Coordinator Student and Family Support & Skyward	226					

Nurse - LVN	187
Payroll Clerk	226
PEIMS Assistant	226
Systems Programmer/Analyst	226
Assistant/Deputy Superintendent Secretary	226

<b>8</b>
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Accounting Specialist	226
Benefits Specialist	226
Database Administrator	226
Payroll Specialist	226
Superintendent Secretary	226

<b>9</b>
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Network Administrator	226
Nurse - RN	187/207

Hourly		\$25.76	\$30.78	\$35.80
226	Days	46,574	55,650	64,726

Hourly		\$28.83	\$34.08	\$39.33
187	Days	43,130	50,984	58,838
207	Days	47,742	56,436	65,130
226	Days	52,125	61,617	71,109