

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	
1							
	Accountant	226	Daily	\$244.53	\$293.55	\$342.58	\$8.81
	Coordinator - PEIMS	226	187 Days	45,728	54,894	64,062	1,647
	Director - Maintenance/Transportation	260	207 Days	50,618	60,765	70,913	1,823
	Nurse - LVN (District Lead)	207	226 Days	55,265	66,342	77,423	1,990
	Social Worker	207	260 Days	63,578	76,323	89,070	2,290
	Speech Language Pathologist Asst	187					
2							
	Counselor - Elementary	197, 207	Daily	\$266.53	\$319.97	\$373.41	\$9.60
	Nurse - RN (District Lead)	207	197 Days	52,507	63,034	73,561	1,891
	Police Lieutenant	207	207 Days	55,172	66,234	77,295	1,987
			226 Days	60,236	72,313	84,390	2,169
3							
	Assistant Principal - Elementary	207	Daily	\$282.53	\$339.17	\$395.81	\$10.18
	Counselor - Secondary	207	197 Days	55,658	66,816	77,974	2,004
	Diagnostician	197	207 Days	58,484	70,208	81,932	2,106
	Diagnostician (District Lead)	207	226 Days	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					
4							
	Assistant Principal - JH	207	Daily	\$293.83	\$352.73	\$411.64	\$10.58
	Coordinator - BE/ELL	207	207 Days	60,822	73,016	85,209	2,190
	Coordinator - Counseling & TCLAS	207	226 Days	66,405	79,718	93,031	2,392
	Coordinator - CTE	207					
	Coordinator - Digital Communications	207					
	Coordinator - GT	207					
	Coordinator - Instructional Technology	207					
	Coordinator - MTSS (Rtl)	207					
	Coordinator - Secondary Discipline	207					
	Coordinator - Special Populations	207					
	Dean of Students - JH	207					

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

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

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

8		Daily	\$403.08	\$483.90	\$564.71	\$9.68
Deputy Superintendent - Administration	226	226 Days	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	
1			Hourly	\$11.45	\$14.68	\$17.91	\$1.17
	Teacher Aide - Bilingual	187	187 Days	17,126	21,957	26,788	1,757
	Teacher Aide - Level I	187					
	Teacher Aide - SpEd	187					
2			Hourly	\$12.03	\$15.42	\$18.82	\$0.93
	Nurse Aide	187	187 Days	17,998	23,073	28,147	1,384
	Teacher Aide - Level II	187					
	Teacher Aide - SpEd CBI	187					
3			Hourly	\$12.99	\$16.65	\$20.32	\$1.00
	Attendance Clerk - Elementary	187, 197	187 Days	19,426	24,912	30,399	1,495
	Attendance Clerk / Discipline Clerk - Sec.	197, 207	197 Days	20,464	26,245	32,025	1,575
	Counseling Clerk	197, 207	207 Days	21,503	27,577	33,650	1,655
	Interpreter / Translator	207, 226	226 Days	23,477	30,108	36,739	1,806
	Library Aide	187, 197					
	Nurse Aide - CNA or MA	187					
Receptionist - Campus	187, 207						
4			Hourly	\$14.25	\$17.80	\$21.36	\$0.71
	Attendance Clerk - Secondary	197, 207	197 Days	22,455	28,060	33,666	1,122
	Principal Secretary - Elementary	207	207 Days	23,595	29,485	35,375	1,179
	Business Department Clerk	226	226 Days	25,761	32,191	38,621	1,288
5			Hourly	\$15.66	\$19.57	\$23.48	\$0.59
	Bilingual Assessment Clerk	187, 207	187 Days	23,421	29,277	35,132	878
	Help Desk Technician / Computer Technicia	207, 226	207 Days	25,926	32,408	38,890	972
	Principal Secretary - JH	207	226 Days	28,306	35,383	42,459	1,061
Receptionist - Administration	226						
6			Hourly	\$17.53	\$21.92	\$26.31	\$0.66
	Director Secretary	226	207 Days	29,031	36,297	43,563	1,089
	Maintenance/Transportation Secretary	260	226 Days	31,695	39,628	47,562	1,189
	PD Dispatch/Administrative Assistant	207	260 Days	36,464	45,590	54,717	1,368
	Principal Secretary - HS	207					

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Accounts Payable Clerk	226
Accounting Clerk	226
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

Hourly	\$19.85	\$23.83	\$27.81
187 Days	29,696	35,650	41,604
226 Days	35,889	43,085	50,280

\$0.72
1,070
1,293

8

Accounting Specialist	226
Benefits Specialist	226
Database Administrator	226
Payroll Specialist	226
Superintendent Secretary	226

Hourly	\$25.01	\$30.03	\$35.05
226 Days	45,218	54,294	63,370

\$0.90
1,629

9

Network Administrator	226
Nurse - RN	187/207

Hourly	\$28.00	\$33.25	\$38.50
187 Days	41,888	49,742	57,596
207 Days	46,368	55,062	63,756
226 Days	50,624	60,116	69,608

\$1.00
1,492
1,652
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	
1			Hourly	\$10.60	\$12.99	\$15.37	\$0.78
	Coffee Shop Clerk	180	180 Days	15,264	18,706	22,133	1,122
	Custodian	260	260 Days	22,048	27,009	31,970	1,621
	Food Service Worker	180					
	General Maintenance I	260					
	Groundskeeper	260					
2			Hourly	\$11.61	\$14.51	\$17.41	\$0.58
	Custodian - Head	260	180 Days	16,718	20,894	25,070	836
	Food Service Manager - Elementary	180	260 Days	24,141	30,177	36,212	1,207
	General Maintenance II	260					
3			Hourly	\$13.05	\$16.31	\$19.57	\$0.57
	Food Service Manager - JH	180	180 Days	18,792	23,486	28,181	822
	Security Guard/PSO	187	187 Days	19,525	24,402	29,279	854
4			Hourly	\$15.07	\$18.83	\$22.59	\$0.57
	Food Service Assistant	226	180 Days	21,701	27,115	32,530	813
	Food Service Manager - HS	180, 226	226 Days	27,245	34,042	40,839	1,021
	General Maintenance III	260	260 Days	31,343	39,163	46,983	1,175
	Supervisor - Custodial	260					
	Vehicle Maintenance	260					
5			Hourly	\$19.28	\$24.10	\$28.92	\$0.72
	HVAC Specialist	260	260 Days	40,106	50,132	60,159	1,504
	Maintenance Foreman	260					
	Lead Mechanic	260					
6			Hourly	\$23.32	\$28.44	\$33.56	\$0.55
	Supervisor - Maintenance	260	260 Days	48,504	59,152	69,799	1,775
	Supervisor - Transportation	260					
7			Hourly	\$26.27	\$31.67	\$37.08	\$0.95
	Police Officer	197	197 Days	41,394	49,916	58,438	1,498
8			Hourly	\$27.40	\$32.91	\$38.42	\$0.99
	Police Sergeant	207	207 Days	47,077	54,496	63,622	1,635
BM			Hourly	\$15.00	\$15.00	\$15.00	n/a
	Bus Monitor	180	180 Days	4,050	4,050	4,050	1.5 hrs
	SpEd Bus Monitor	180	180 Days	5,400	5,400	5,400	2 hrs

BD	
Bus Driver	180
SpEd Bus Driver	180

Hourly	\$22.00	\$22.00	\$22.00
180 Days	11,880	11,880	11,880
180 Days	15,840	15,840	15,840

n/a
3 hrs
4 hrs

CG	
Crossing Guard	180

Hourly	\$15.00	\$15.00	\$15.00
180 Days	5,400	5,400	5,400

n/a
2 hrs.

2022-2023 Extra Duty Stipends
Ferris ISD

Category	Assignment	Level	Proposed Stipend
Academic Stipends			
	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
Athletic Stipends			
	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 - Basketball - 1st Assistant to Varsity	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
Asst Coach - Volleyball - 1st Assistant to Varsity	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

Performing Arts Stipends

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

Role-Specific Stipends

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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Regular Day		
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

Permanent Sub Rate (more than 15 days)		
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

Something Extra	Gift Card
Subbed in district for 50 days	\$50
Subbed in district for 100 days	\$100
Subbed in district for 150 days	\$150