

ADMINISTRATIVE PROFESSIONAL PAY PLAN

FERRIS ISD

Approved by School Board July 15, 2025

2024-2025 PAY PLAN

6% ADDED - 2025-2026 PAY PLAN

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum		
1			Daily	\$254.87	\$300.89	\$349.92	Daily	\$270.16	\$318.94	\$370.92
	Accountant	226	187 Days	47,661	56,266	65,435	187 Days	50,520	59,642	69,361
	Coordinator - PEIMS	226	207 Days	52,758	62,284	72,433	207 Days	55,923	66,021	76,779
	Director - Maintenance/Transportation	260	226 Days	57,600	68,001	79,081	226 Days	61,056	72,081	83,826
	Nurse - LVN (District Lead)	207	260 Days	66,266	78,231	90,979	260 Days	70,242	82,925	96,438
	Social Worker	207								
2	Superintendent Executive Assistant	226	Daily	\$274.53	\$327.97	\$381.41	Daily	\$291.00	\$347.65	\$404.29
	Counselor - Elementary	197, 207	197 Days	54,082	64,610	73,561	197 Days	57,327	68,487	77,975
	Nurse - RN (District Lead)	207	207 Days	56,827	67,890	77,295	207 Days	60,237	71,963	81,933
	Police Lieutenant	207	226 Days	62,043	74,121	84,390	226 Days	65,766	78,568	89,453
3			Daily	\$291.01	\$347.65	\$404.29	Daily	\$308.47	\$368.51	\$428.55
	Counselor - Secondary	207	197 Days	57,329	68,487	79,645	197 Days	60,769	72,596	84,424
	Counselor - Secondary (Lead)	226	207 Days	60,239	71,963	83,688	207 Days	63,853	76,281	88,709
	Diagnostician	197	226 Days	65,768	78,568	91,363	226 Days	69,714	83,282	96,845
	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								
	4			Daily	\$302.65	\$361.55	\$420.46	Daily	\$320.81	\$383.24
Assistant Principal - Elementary		207	207 Days	62,648	74,840	87,035	207 Days	66,407	79,330	92,257
Assist. Principal - Elem. Sumer School		226	226 Days	68,398	81,710	95,024	226 Days	72,502	86,613	100,725
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								
Coordinator - Education Foundation		226								
Police Chief		226								
5			Daily	\$323.84	\$386.86	\$449.89	Daily	\$343.27	\$410.07	\$476.88
	Assistant Principal - JH	207	207 Days	67,035	80,080	93,127	207 Days	71,057	84,885	98,715
	Principal - DAEP	207	226 Days	73,188	87,430	101,675	226 Days	77,579	92,676	107,776
	PEIMS Director	226								
6			Daily	\$349.73	\$417.80	\$485.87	Daily	\$370.71	\$442.87	\$515.02
	Assistant Principal - HS	207	207 Days	72,394	86,484	100,575	207 Days	76,738	91,673	106,610
	Secondary Dean (Academics)	207	226 Days	79,039	94,423	109,807	226 Days	83,781	100,088	116,395
	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								
	Director - Teaching & Learning	226								
	Director - Technology	226								
	Director - TIA/Gear Up	226								
	Director - Food Service	226								
7			Daily	\$377.71	\$451.23	\$524.75	Daily	\$400.37	\$478.30	\$556.24
	Principal - JH	226	226 Days	85,362	101,978	118,593	226 Days	90,484	108,097	125,709
8			Daily	\$415.18	\$496.00	\$576.81	Daily	\$440.09	\$525.76	\$611.42
	Principal - HS	226	226 Days	93,830	112,096	130,359	226 Days	99,460	118,822	138,181
9			Daily	\$452.64	\$530.77	\$707.96	Daily	\$479.80	\$562.62	\$750.44
	Deputy Superintendent - Administration	226	226 Days	102,297	119,954	160,000	226 Days	108,435	127,151	169,600