

CLERICAL-PARAPROFESSIONAL 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			Hourly	\$12.18	\$15.41	\$18.64	Hourly	\$12.91	\$16.33	\$19.76
	Teacher Aide - Bilingual	187	187 Days	18,221	23,053	27,885	187 Days	19,314	24,436	29,558
	Teacher Aide - Level I	187								
	Teacher Aide - SpEd	187								
	Teacher Aide - w/ Associate's Degree	187	Hourly	\$14.03	\$17.27	\$20.50	Hourly	\$14.87	\$18.31	\$21.73
			187 Days	21,000	25,832	30,664	187 Days	22,260	27,382	32,504
2			Hourly	\$12.80	\$16.19	\$19.59	Hourly	\$13.57	\$17.16	\$20.77
	Nurse Aide	187	187 Days	19,148	24,220	28,147	187 Days	20,297	25,673	29,836
	Teacher Aide - Level II	187								
	Teacher Aide - SpEd CBI	187								
	Teacher Aide - Level III w/ Bachelor's degree	187	Hourly	\$20.05	\$23.40	\$26.73	Hourly	\$21.25	\$24.80	\$28.33
			187 Days	30,000	35,000	40,000	187 Days	31,800	37,100	42,400
3			Hourly	\$13.82	\$17.48	\$21.15	Hourly	\$14.65	\$18.53	\$22.42
	Attendance Clerk - Elementary	187, 197	187 Days	20,674	26,150	31,640	187 Days	21,914	27,719	33,538
	Attendance Clerk / Discipline Clerk - Sec.	197, 207	197 Days	21,780	27,548	33,332	197 Days	23,087	29,201	35,332
	Counseling Clerk	197, 207	207 Days	22,885	28,946	35,024	207 Days	24,258	30,683	37,125
	Interpreter / Translator	207, 226	226 Days	24,986	31,603	38,239	226 Days	26,485	33,499	40,533
	Library Aide	187, 197								
	Nurse Aide - CNA or MA	187								
	Receptionist - Campus	187, 207								
4			Hourly	\$15.14	\$18.69	\$22.25	Hourly	\$16.05	\$19.81	\$23.59
	Assessment Clerk	197, 207	197 Days	23,861	29,455	35,066	197 Days	25,292	31,223	37,170
	Attendance Clerk - Secondary	197, 207	207 Days	25,072	30,951	36,846	207 Days	26,576	32,808	39,057
	Business Department Clerk	226	226 Days	27,373	33,792	40,228	226 Days	29,016	35,819	42,642
	Principal Secty.-Elem. & Assist. Principal Secty. HS	207								
	Special Populations / DAEP Clerk	197								
	Special Populations Clerk/receptionist	226								
5			Hourly	\$16.15	\$20.06	\$23.97	Hourly	\$17.12	\$21.26	\$25.41
	Attendance Clerk - District	226	187 Days	24,160	30,010	35,859	187 Days	25,610	31,810	38,011
	Bilingual Assessment Clerk	187, 207	197 Days	25,452	31,615	37,777	197 Days	26,979	33,512	40,044
	Counseling Clerk - HS	197,207	207 Days	26,744	33,219	39,694	207 Days	28,349	35,213	42,076
	Help Desk Technician / Computer Technician	207, 226	226 Days	29,199	36,268	43,338	226 Days	30,951	38,445	45,938
	Principal Secretary - JH	207								
	Receptionist - Administration	226								
6			Hourly	\$18.08	\$22.47	\$26.86	Hourly	\$19.16	\$23.82	\$28.47
	Director Secretary	226	207 Days	29,940	37,210	44,480	207 Days	31,737	39,443	47,149
	Maintenance/Transportation Secretary	260	226 Days	32,689	40,626	48,563	226 Days	34,650	43,063	51,477
	PD Dispatch/Administrative Assistant	226	260 Days	37,606	46,738	55,869	260 Days	39,863	49,542	59,221
	Principal Secretary - HS	207								
7			Hourly	\$20.45	\$24.43	\$28.41	Hourly	\$21.68	\$25.90	\$30.11
	Accounts Payable Clerk	226	187 Days	30,593	36,547	42,501	187 Days	36,974	36,974	36,974
	Accounting Clerk	226	226 Days	36,974	44,169	51,365	226 Days	36,974	36,974	36,974
	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								

Clerical-Paraprofessional Pay Plan - Continued

Ferris ISD

Approved by School Board June 17, 2025

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum		
8			Hourly	\$25.76	\$30.78	\$35.80	Hourly	\$27.31	\$32.63	\$37.95
	Accounting Specialist	226	226 Days	46,574	55,650	64,726	226 Days	49,369	58,989	68,610
	Benefits Specialist	226								
	Database Administrator	226								
	Payroll Specialist	226								
	Superintendent Secretary	226								
9			Hourly	\$28.83	\$34.08	\$39.33	Hourly	\$30.56	\$36.12	\$41.69
	Network Administrator	226	187 Days	43,130	50,984	58,838	187 Days	45,717	54,043	62,368
	Nurse - RN	187/207	207 Days	47,742	56,436	65,130	207 Days	50,607	59,823	69,038
			226 Days	52,125	61,617	71,109	226 Days	55,252	65,314	75,375