

AUXILIARY PAY PLAN

FERRIS ISD

Approved by School Board July 15, 2025

2024-2025 PAY PLAN

6% ADDED - 2025-2026 PAY PLAN

*The salaries posted are based on an 8 hour 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 | Minimum | Midpoint | Maximum | | |
|-----------|-----------------------------------|-----------|-----------------|----------------|----------------|----------------|-----------------|----------------|----------------|----------------|
| 1 | | | Hourly | \$11.25 | \$13.64 | \$16.02 | Hourly | \$11.93 | \$14.46 | \$16.98 |
| | Coffee Shop Clerk | 180 | 180 Days | 16,200 | 19,642 | 23,069 | 180 Days | 17,172 | 20,820 | 24,453 |
| | Custodian | 260 | 260 Days | 23,400 | 28,371 | 33,322 | 260 Days | 24,804 | 30,073 | 35,321 |
| | Food Service Worker | 180 | | | | | | | | |
| | General Maintenance I | 260 | | | | | | | | |
| | Groundskeeper | 260 | | | | | | | | |
| 2 | | | Hourly | \$12.34 | \$15.24 | \$18.14 | Hourly | \$13.08 | \$16.15 | \$19.23 |
| | Custodian - Head | 260 | 180 Days | 17,770 | 21,946 | 26,122 | 180 Days | 18,836 | 23,262 | 27,689 |
| | Food Service Manager - Elementary | 180 | 260 Days | 25,667 | 31,699 | 37,731 | 260 Days | 27,207 | 33,601 | 39,995 |
| | General Maintenance II | 260 | | | | | | | | |
| 3 | | | Hourly | \$13.87 | \$17.13 | \$20.39 | Hourly | \$14.70 | \$18.16 | \$21.61 |
| | Food Service Manager - JH | 180 | 180 Days | 19,973 | 24,667 | 29,362 | 180 Days | 21,171 | 26,147 | 31,123 |
| | Security Guard/PSO | 197 | 197 Days | 21,859 | 26,997 | 32,135 | 197 Days | 23,171 | 28,617 | 34,063 |
| 4 | | | Hourly | \$16.01 | \$19.77 | \$23.53 | Hourly | \$16.97 | \$20.96 | \$24.94 |
| | General Maintenance III | 260 | 180 Days | 23,054 | 28,469 | 33,883 | 180 Days | 24,438 | 30,177 | 35,916 |
| | Supervisor - Custodial | 260 | 226 Days | 28,946 | 35,744 | 42,542 | 226 Days | 30,683 | 37,889 | 45,095 |
| | Vehicle Maintenance | 260 | 260 Days | 33,301 | 41,122 | 48,942 | 260 Days | 35,299 | 43,589 | 51,879 |
| 5 | | | Hourly | \$20.49 | \$25.31 | \$30.13 | Hourly | \$21.72 | \$26.83 | \$31.94 |
| | HVAC Specialist | 260 | 180 Days | 29,505 | 36,446 | 43,387 | 180 Days | 31,275 | 38,633 | 45,990 |
| | Maintenance Foreman | 260 | 226 Days | 37,046 | 45,760 | 54,475 | 226 Days | 39,269 | 48,506 | 57,744 |
| | Food Service Assistant/Sup | 226 | 260 Days | 42,619 | 52,645 | 62,670 | 260 Days | 45,176 | 55,804 | 66,430 |
| | Food Service Manager - HS | 180, 226 | | | | | | | | |
| 6 | | | Hourly | \$24.74 | \$29.86 | \$34.98 | Hourly | \$26.22 | \$31.65 | \$37.08 |
| | Maintenance Supervisor | 260 | 260 Days | 51,459 | 62,109 | 72,758 | 260 Days | 54,547 | 65,835 | 77,124 |
| | Transportation Supervisor | 260 | | | | | | | | |
| 7 | | | Hourly | \$28.68 | \$34.08 | \$39.79 | Hourly | \$30.40 | \$36.12 | \$42.18 |
| | Police Officer | 207 | 207 Days | 47,488 | 56,438 | 65,894 | 207 Days | 50,337 | 59,824 | 69,848 |
| | Lead Mechanic | 260 | | | | | | | | |
| | Supervisor - Maintenance | 260 | Hourly | \$28.68 | \$34.08 | \$39.79 | Hourly | \$30.40 | \$36.12 | \$42.18 |
| | Supervisor - Transportation | 260 | 260 Days | 59,654 | 70,886 | 82,763 | 260 Days | 63,233 | 75,139 | 87,729 |
| 8 | | | Hourly | \$30.05 | \$35.56 | \$41.07 | Hourly | \$31.85 | \$37.69 | \$43.53 |
| | Police Corporal | 207 | 207 Days | 49,763 | 58,887 | 68,012 | 207 Days | 52,749 | 62,421 | 72,093 |
| | Police Sergeant | 207 | Hourly | \$31.05 | \$36.56 | \$42.07 | Hourly | \$32.91 | \$38.75 | \$44.59 |
| | | | 207 Days | 51,419 | 60,543 | 69,668 | 207 Days | 54,504 | 64,176 | 73,848 |
| BM | | | Hourly | \$15.00 | \$15.00 | \$15.00 | Hourly | \$15.90 | \$15.90 | \$15.90 |
| | Bus Monitor | 180 | 180 Days | 4,050 | 4,050 | 4,050 | 180 Days | 4,293 | 4,293 | 4,293 |
| | SpEd Bus Monitor | 180 | 180 Days | 5,400 | 5,400 | 5,400 | 180 Days | 5,724 | 5,724 | 5,724 |
| BD | | | Hourly | \$28.00 | \$28.00 | \$28.00 | Hourly | \$29.68 | \$29.68 | \$29.68 |
| | Bus Driver | 180 | 180 Days | 12,420 | 12,420 | 12,420 | 180 Days | 13,165 | 13,165 | 13,165 |
| | SpEd Bus Driver | 180 | 180 Days | 16,560 | 16,560 | 16,560 | 180 Days | 17,554 | 17,554 | 17,554 |
| CG | | | Hourly | \$15.75 | \$15.75 | \$15.75 | Hourly | \$16.70 | \$16.70 | \$16.70 |
| | Crossing Guard | 180 | 180 Days | 5,670 | 5,670 | 5,670 | 180 Days | 6,010 | 6,010 | 6,010 |