

**ADMINISTRATIVE PROFESSIONAL PAY PLAN  
FERRIS ISD**

Approved by School Board January 20, 2026

**2024-2025 PAY PLAN**

**6% ADDED - 2025-2026 PAY PLAN**

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum			
<b>1</b>	Accountant	226	<b>Daily</b>	<b>\$254.87</b>	<b>\$300.89</b>	<b>\$349.92</b>	<b>Daily</b>	<b>\$270.16</b>	<b>\$318.94</b>	<b>\$370.92</b>	
	Coordinator - PEIMS	226	<b>187 Days</b>	47,661	56,266	65,435	<b>187 Days</b>	50,520	59,642	69,361	
	Director - Maintenance/Transportation	260	<b>207 Days</b>	52,758	62,284	72,433	<b>207 Days</b>	55,923	66,021	76,779	
	Nurse - LVN (District Lead)	207	<b>226 Days</b>	57,600	68,001	79,081	<b>226 Days</b>	61,056	72,081	83,826	
	Social Worker	207	<b>Daily</b>	66,266	78,231	90,979	<b>Daily</b>	70,242	82,925	96,438	
	Superintendent Executive Assistant	226									
<b>2</b>	Counselor - Elementary	197, 207	<b>Daily</b>	<b>\$274.53</b>	<b>\$327.97</b>	<b>\$381.41</b>	<b>Daily</b>	<b>\$291.00</b>	<b>\$347.65</b>	<b>\$404.29</b>	
	Nurse - RN (District Lead)	207	<b>197 Days</b>	54,082	64,610	73,561	<b>197 Days</b>	57,327	68,487	77,975	
	Police Lieutenant	207	<b>207 Days</b>	56,827	67,890	77,295	<b>207 Days</b>	60,237	71,963	81,933	
<b>3</b>	Counselor - Secondary	207	<b>226 Days</b>	62,043	74,121	84,390	<b>226 Days</b>	65,766	78,568	89,453	
	Counselor - Secondary (Lead)	226	<b>Daily</b>	<b>\$291.01</b>	<b>\$347.65</b>	<b>\$404.29</b>	<b>Daily</b>	<b>\$308.47</b>	<b>\$368.51</b>	<b>\$428.55</b>	
	Diagnostician	197	<b>197 Days</b>	57,329	68,487	79,645	<b>197 Days</b>	60,769	72,596	84,424	
	Diagnostician (District Lead)	207	<b>207 Days</b>	60,239	71,963	83,688	<b>207 Days</b>	63,853	76,281	88,709	
	Instructional Technologist	207	<b>226 Days</b>	65,768	78,568	91,363	<b>226 Days</b>	69,714	83,282	96,845	
	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)	207									
	Coordinator - Education Foundation	197									
	Coordinator - Human Resources	226									
	<b>4</b>	Assistant Principal - Elementary	207	<b>Daily</b>	<b>\$302.65</b>	<b>\$361.55</b>	<b>\$420.46</b>	<b>Daily</b>	<b>\$320.81</b>	<b>\$383.24</b>	<b>\$445.69</b>
Assist. Principal - Elem. Sumer School		226	<b>207 Days</b>	62,648	74,840	87,035	<b>207 Days</b>	66,407	79,330	92,257	
Coordinator - BE/ELL		207	<b>226 Days</b>	68,398	81,710	95,024	<b>226 Days</b>	72,502	86,613	100,725	
Coordinator - TCLAS		207									
Coordinator - CTE & Advanced Academics		207									
Coordinator - GT		207									
Coordinator - Instructional Technology		207									
Coordinator - MTSS (RtI)		207									
Coordinator - Digital Communications		226									
Police Chief		226									
<b>5</b>		Assistant Principal - JH	207	<b>Daily</b>	<b>\$323.84</b>	<b>\$386.86</b>	<b>\$449.89</b>	<b>Daily</b>	<b>\$343.27</b>	<b>\$410.07</b>	<b>\$476.88</b>
		Principal - DAEP	207	<b>207 Days</b>	67,035	80,080	93,127	<b>207 Days</b>	71,057	84,885	98,715
	PEIMS Director	226	<b>226 Days</b>	73,188	87,430	101,675	<b>226 Days</b>	77,579	92,676	107,776	
<b>6</b>	Assistant Principal - HS	207	<b>Daily</b>	<b>\$349.73</b>	<b>\$417.80</b>	<b>\$485.87</b>	<b>Daily</b>	<b>\$370.71</b>	<b>\$442.87</b>	<b>\$515.02</b>	
	Secondary Dean (Academics)	207	<b>207 Days</b>	72,394	86,484	100,575	<b>207 Days</b>	76,738	91,673	106,610	
	Assistant Principal - HS Summer School	226	<b>226 Days</b>	79,039	94,423	109,807	<b>226 Days</b>	83,781	100,088	116,395	
	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										
<b>7</b>	Principal - JH	226	<b>Daily</b>	<b>\$377.71</b>	<b>\$451.23</b>	<b>\$524.75</b>	<b>Daily</b>	<b>\$400.37</b>	<b>\$478.30</b>	<b>\$556.24</b>	
			<b>226 Days</b>	85,362	101,978	118,593	<b>226 Days</b>	90,484	108,097	125,709	
<b>8</b>	Principal - HS	226	<b>Daily</b>	<b>\$415.18</b>	<b>\$496.00</b>	<b>\$576.81</b>	<b>Daily</b>	<b>\$440.09</b>	<b>\$525.76</b>	<b>\$611.42</b>	
	Chief Financial Officer	226	<b>226 Days</b>	93,830	112,096	130,359	<b>226 Days</b>	99,460	118,822	138,181	
	Assistant Superintendent	226									
<b>9</b>	Deputy Superintendent - Administration	226	<b>Daily</b>	<b>\$452.64</b>	<b>\$530.77</b>	<b>\$707.96</b>	<b>Daily</b>	<b>\$479.80</b>	<b>\$562.62</b>	<b>\$750.44</b>	
			<b>226 Days</b>	102,297	119,954	160,000	<b>226 Days</b>	108,435	127,151	169,600	