CP
FERRIS ISD
Approved by School Board January 20, 2026

Pay Grade	Job Title	Calendars	2024-2025 PAY PLAN	Minimum	Midpoint	Maximum	6% ADDED - 2025-2026 PAY PLAN	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. H	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**	32,433	38,746	45,045
	Accounting Clerk	226	**226 Days**	36,974	44,169	51,365	**226 Days**	39,197	46,827	54,439
	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								
	Assistant/Deputy Superintendent Secretary	226								
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
10			**Hourly**				**Hourly**			