

**AUXILIARY PAY PLAN
FERRIS ISD**

Approved by School Board January 20, 2026

2024-2025 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

6% ADDED - 2025-2026 PAY PLAN

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 Groundskeeper	260 260								
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
	Elementary General Maintenance II	180 260	260 Days	25,667	31,699	37,731	260 Days	27,207	33,601	39,995
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
	Lead Mechanic	260	260 Days	51,459	62,109	72,758	260 Days	54,547	65,835	77,124
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
	Supervisor - Maintenance Supervisor - Transportation	260 260	Hourly	\$28.68	\$34.08	\$39.79	Hourly	\$30.40	\$36.12	\$42.18
			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
			Hourly	\$31.05	\$36.56	\$42.07	Hourly	\$32.91	\$38.75	\$44.59
Police Sergeant	207	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