

AUXILIARY PAY PLAN		
FERRIS ISD		
Approved by School Board: June 09, 2026		
*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
1		
	Coffee Shop Clerk	180
	Custodian	260
	Food Service Worker	180
	General Maintenance I	260
	Groundskeeper	260
2		
	Custodian - Head	260
	Food Service Manager - Elementary	180
	General Maintenance II	260
3		
	Food Service Manager - JH	180
	Security Guard/PSO	197
4		
	General Maintenance III	260
	Supervisor - Custodial	260
	Vehicle Maintenance	260
5		
	HVAC Specialist	260
	Maintenance Foreman	260
	Food Service Manager - HS	180, 226
6		
	Lead Mechanic	260
	Food Service Supervisor	226
7		
	Police Officer	207
	Food Service Assistant	226
	Supervisor - Maintenance	260
	Supervisor - Transportation	260
8		
	Police Corporal	207
	Police Sergeant	207
BM		
	Bus Monitor	180
	SpEd Bus Monitor	180
BD		
	Bus Driver	180
	SpEd Bus Driver	180
CG		
	Crossing Guard	180

2025-2026 PAY PLAN				
		Minimum	Midpoint	Maximum
Hourly		\$15.00	\$17.53	\$20.05
180	Days	21,600	25,243	28,872
260	Days	31,200	36,462	41,704
Hourly		\$15.00	\$18.07	\$21.15
180	Days	21,600	26,021	30,456
260	Days	31,200	37,586	43,992
Hourly		\$15.00	\$18.46	\$21.91
180	Days	21,600	26,582	31,550
197	Days	23,640	29,093	34,530
Hourly		\$16.97	\$20.96	\$24.94
180	Days	24,438	30,177	35,916
226	Days	30,683	37,889	45,095
260	Days	35,299	43,589	51,879
Hourly		\$21.72	\$26.83	\$31.94
180	Days	31,275	38,633	45,990
226	Days	39,269	48,506	57,744
260	Days	45,176	55,804	66,430
Hourly		\$26.22	\$31.65	\$37.08
260	Days	54,547	65,835	77,124
226	Days	47,406	57,223	67,041
Hourly		\$30.40	\$36.12	\$42.18
207	Days	50,337	59,824	69,848
226	Days	54,963	65,305	76,261
Hourly		\$30.40	\$36.12	\$42.18
260	Days	63,233	75,139	87,729
Hourly		\$31.85	\$37.69	\$43.53
207	Days	52,749	62,421	72,093
Hourly		\$32.91	\$38.75	\$44.59
207	Days	54,504	64,176	73,848
Hourly		\$15.90	\$15.90	\$15.90
180	Days	4,293	4,293	4,293
180	Days	5,724	5,724	5,724
Hourly		\$29.68	\$29.68	\$29.68
180	Days	13,165	13,165	13,165
180	Days	17,554	17,554	17,554
Hourly		\$16.70	\$16.70	\$16.70
180	Days	6,010	6,010	6,010

6% added: 2026-2027 PAY PLAN				
		Minimum	Midpoint	Maximum
Hourly		\$ 15.90	\$ 18.58	\$ 21.25
180	Days	22,896	26,758	30,604
260	Days	33,072	38,650	44,206
Hourly		\$ 15.90	\$ 19.15	\$ 22.42
180	Days	22,896	27,582	32,283
260	Days	33,072	39,841	46,632
Hourly		\$ 15.90	\$ 19.57	\$ 23.22
180	Days	22,896	28,177	33,443
197	Days	25,058	30,839	36,602
Hourly		\$ 17.99	\$ 22.22	\$ 26.44
180	Days	25,904	31,987	38,070
226	Days	32,523	40,162	47,800
260	Days	37,416	46,204	54,991
Hourly		\$ 23.02	\$ 28.44	\$ 33.86
180	Days	33,152	40,951	48,749
226	Days	41,625	51,416	61,209
260	Days	47,887	59,152	70,416
Hourly		\$ 27.79	\$ 33.55	\$ 39.30
260	Days	57,820	69,785	81,751
226	Days	50,250	60,656	71,063
Hourly		\$ 32.22	\$ 38.29	\$ 44.71
207	Days	53,357	63,413	74,039
226	Days	58,261	69,223	80,837
Hourly		\$ 32.22	\$ 38.29	\$ 44.71
260	Days	67,027	79,647	92,993
Hourly		\$ 33.76	\$ 39.95	\$ 46.14
207	Days	55,914	66,166	76,419
Hourly		\$ 34.88	\$ 41.08	\$ 47.27
207	Days	57,774	68,027	78,279
Hourly		\$ 16.85	\$ 16.85	\$ 16.85
180	Days	4,551	4,551	4,551
180	Days	6,067	6,067	6,067
Hourly		\$ 31.46	\$ 31.46	\$ 31.46
180	Days	13,954	13,954	13,954
180	Days	18,607	18,607	18,607
Hourly		\$ 17.70	\$ 17.70	\$ 17.70
180	Days	6,370	6,370	6,370