

CP		
FERRIS ISD		
Approved by School Board: June 09, 2026		
Pay Grade	Job Title	Calendars
1		
	Teacher Aide - Bilingual	187
	Teacher Aide - Level I	187
	Teacher Aide - SpEd	187
	Teacher Aide - w/ Associate's Degree	187
2		
	Nurse Aide	187
	Teacher Aide - Level II	187
	Teacher Aide - SpEd CBI	187
	Teacher Aide - Level III w/ Bachelor's degree	187
3		
	Attendance Clerk - Elementary	187, 197
	Attendance Clerk / Discipline Clerk - Sec.	197, 207
	Counseling Clerk	197, 207
	Interpreter / Translator	207, 226
	Library Aide	187, 197
	Nurse Aide - CNA or MA	187
	Receptionist - Campus	187, 207
4		
	Assessment Clerk	197, 207
	Attendance Clerk - Secondary	197, 207
	Business Department Clerk	226
	Assist. Principal Secty. HS	207
	Principal Secty.-Elem.	226
	Special Populations / DAEP Clerk	197
	Special Populations Clerk/receptionist	226
5		
	Attendance Clerk - District	226
	Bilingual Assessment Clerk	187, 207
	Counseling Clerk - HS	197,207
	Help Desk Technician / Computer Technician	207, 226
	Principal Secretary - JH	226
	Receptionist - Administration	226
6		
	Director Secretary	226
	Maintenance/Transportation Secretary	260
	PD Dispatch/Administrative Assistant	226
	Principal Secretary - HS	226
7		
	Accounts Payable Clerk	226
	Accounting Clerk	226
	Benefits Clerk	226
	Bookkeeper	226
	Computer Network Technician	226
	Coordinator Student and Family Support & Skyward	226
	Nurse - LVN	187
	Payroll Clerk	226
	PEIMS Assistant	226
	Systems Programmer/Analyst	226
	Assistant/Deputy Superintendent Secretary	226
8		
	Accounting Specialist	226
	Benefits Specialist	226
	Database Administrator	226
	Payroll Specialist	226
	Superintendent Secretary	226
9		
	Network Administrator	226
	Nurse - RN	187/207

2025-2026 PAY PLAN				
		Minimum	Midpoint	Maximum
Hourly		\$15.00	\$18.42	\$21.85
187	Days	22,440	27,556	32,688
Hourly		\$15.00	\$18.44	\$21.86
187	Days	22,440	27,586	32,703
Hourly		\$15.00	\$18.59	\$22.20
187	Days	22,440	27,811	33,211
Hourly		\$21.25	\$24.80	\$28.33
187	Days	31,800	37,100	42,400
Hourly		\$15.00	\$18.88	\$22.77
187	Days	22,440	28,244	34,064
197	Days	23,640	29,755	35,886
207	Days	24,840	31,265	37,707
226	Days	27,120	34,135	41,168
Hourly		\$16.05	\$19.81	\$23.59
197	Days	25,292	31,223	37,170
207	Days	26,576	32,808	39,057
226	Days	29,016	35,819	42,642
Hourly		\$17.12	\$21.26	\$25.41
187	Days	25,610	31,810	38,011
197	Days	26,979	33,512	40,044
207	Days	28,349	35,213	42,076
226	Days	30,951	38,445	45,938
Hourly		\$19.16	\$23.82	\$28.47
207	Days	31,737	39,443	47,149
226	Days	34,650	43,063	51,477
260	Days	39,863	49,542	59,221
Hourly		\$21.68	\$25.90	\$30.11
187	Days	32,433	38,746	45,045
226	Days	39,197	46,827	54,439
Hourly		\$27.31	\$32.63	\$37.95
226	Days	49,369	58,989	68,610
Hourly		\$30.56	\$36.12	\$41.69
187	Days	45,717	54,043	62,368
207	Days	50,607	59,823	69,038
226	Days	55,252	65,314	75,375

6% added: 2026-2027 PAY PLAN				
		Minimum	Midpoint	Maximum
Hourly		\$ 15.90	\$ 19.53	\$ 23.16
187	Days	23,786	29,209	34,649
Hourly		\$ 15.90	\$ 19.55	\$ 23.17
187	Days	23,786	29,241	34,665
Hourly		\$ 15.90	\$ 19.71	\$ 23.53
187	Days	23,786	29,480	35,204
Hourly		\$ 22.53	\$ 26.29	\$ 30.03
187	Days	33,708	39,326	44,944
Hourly		\$ 15.90	\$ 20.01	\$ 24.14
187	Days	23,786	29,939	36,108
197	Days	25,058	31,540	38,039
207	Days	26,330	33,141	39,969
226	Days	28,747	36,183	43,638
Hourly		\$ 17.01	\$ 21.00	\$ 25.01
197	Days	26,810	33,096	39,400
207	Days	28,171	34,776	41,400
226	Days	30,757	37,968	45,201
Hourly		\$ 18.15	\$ 22.54	\$ 26.93
187	Days	27,147	33,719	40,292
197	Days	28,598	35,523	42,447
207	Days	30,050	37,326	44,601
226	Days	32,808	40,752	48,694
Hourly		\$ 20.31	\$ 25.25	\$ 30.18
207	Days	33,641	41,810	49,978
226	Days	36,729	45,647	54,566
260	Days	42,255	52,515	62,774
Hourly		\$ 22.98	\$ 27.45	\$ 31.92
187	Days	34,379	41,071	47,748
226	Days	41,549	49,637	57,705
Hourly		\$ 28.95	\$ 34.59	\$ 40.23
226	Days	52,331	62,528	72,727
Hourly		\$ 32.39	\$ 38.29	\$ 44.19
187	Days	48,460	57,286	66,110
207	Days	53,643	63,413	73,180
226	Days	58,567	69,233	79,898