

ADMINISTRATIVE PROFESSIONAL PAY PLAN		
FERRIS ISD		
Approved by School Board: June 09, 2026		
Pay Grade	Job Title	Calendars
1	Accountant	226
	Coordinator - PEIMS	226
	Director - Maintenance/Transportation	260
	Nurse - LVN (District Lead)	207
	Social Worker	207
	Superintendent Executive Assistant	226
2	Counselor - Elementary	197, 207
	Nurse - RN (District Lead)	207
	Police Lieutenant	207, 226
3	Counselor - Secondary	207
	Counselor - Secondary (Lead)	226
	Diagnostician	197
	Diagnostician (District Lead)	207
	Instructional Technologist	207
	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 Lead)	207
	Coordinator - Education Foundation	197
	Coordinator - Human Resources	226
4	Assistant Principal - Elementary	207
	Elementary Dean (Discipline)	207
	Assist. Principal - Elem. Sumer School	226
	Coordinator - BE/ELL	207
	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
5	Assistant Principal - JH	207
	Principal - DAEP	207
	PEIMS Director	226
6	Assistant Principal - HS	207
	Secondary Dean (Discipline)	207
	Assistant Principal - HS Summer School	226
	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
7	Principal - JH	226
8	Principal - HS	226
	Chief Financial Officer	226
	Assistant Superintendent	226
9	Deputy Superintendent - Administration	226

2025-2026 PAY PLAN				
		Minimum	Midpoint	Maximum
Daily		\$270.16	\$318.94	\$370.92
187	Days	50,520	59,642	69,361
207	Days	55,923	66,021	76,779
226	Days	61,056	72,081	83,826
260	Days	70,242	82,925	96,438
Daily		\$291.00	\$347.65	\$404.29
197	Days	57,327	68,487	77,975
207	Days	60,237	71,963	81,933
226	Days	65,766	78,568	89,453
Daily		\$308.47	\$368.51	\$428.55
197	Days	60,769	72,596	84,424
207	Days	63,853	76,281	88,709
226	Days	69,714	83,282	96,845
Daily		\$320.81	\$383.24	\$445.69
207	Days	66,407	79,330	92,257
226	Days	72,502	86,613	100,725
Daily		\$343.27	\$410.07	\$476.88
207	Days	71,057	84,885	98,715
226	Days	77,579	92,676	107,776
Daily		\$370.71	\$442.87	\$515.02
207	Days	76,738	91,673	106,610
226	Days	83,781	100,088	116,395
Daily		\$400.37	\$478.30	\$556.24
226	Days	90,484	108,097	125,709
Daily		\$440.09	\$525.76	\$611.42
226	Days	99,460	118,822	138,181
Daily		\$479.80	\$562.62	\$750.44
226	Days	108,435	127,151	169,600

6% added: 2026-2027 PAY PLAN				
		Minimum	Midpoint	Maximum
Daily		\$ 286.37	\$ 338.08	\$ 393.18
187	Days	53,551	63,221	73,523
207	Days	59,278	69,982	81,386
226	Days	64,719	76,406	88,856
260	Days	74,457	87,901	102,224
Daily		\$ 308.46	\$ 368.51	\$ 428.55
197	Days	60,767	72,596	82,654
207	Days	63,851	76,281	86,849
226	Days	69,712	83,282	94,820
Daily		\$ 326.98	\$ 390.62	\$ 454.26
197	Days	64,415	76,952	89,489
207	Days	67,684	80,858	94,032
226	Days	73,897	88,279	102,656
Daily		\$ 340.06	\$ 406.23	\$ 472.43
207	Days	70,391	84,090	97,792
226	Days	76,852	91,810	106,769
Daily		\$ 363.87	\$ 434.67	\$ 505.49
207	Days	75,320	89,978	104,638
226	Days	82,234	98,237	114,243
Daily		\$ 392.95	\$ 469.44	\$ 545.92
207	Days	81,342	97,173	113,007
226	Days	88,808	106,093	123,379
Daily		\$ 424.39	\$ 507.00	\$ 589.61
226	Days	95,913	114,583	133,252
Daily		\$ 466.50	\$ 557.31	\$ 648.11
226	Days	105,428	125,951	146,472
Daily		\$ 508.59	\$ 596.38	\$ 795.47
226	Days	114,941	134,780	179,776