

Ferris Independent School District



2023-2024 Compensation Plans

Ferris ISD

2023-2024 New Hire Guide for Teachers and Librarians

Years of Experience	New Hire Salary	DAILY RATE
0	\$54,500	\$291.44
1	\$54,900	\$293.58
2	\$55,100	\$294.65
3	\$55,350	\$295.99
4	\$55,550	\$297.06
5	\$56,000	\$299.47
6	\$56,400	\$301.60
7	\$56,900	\$304.28
8	\$57,500	\$307.49
9	\$58,000	\$310.16
10	\$58,450	\$312.57
11	\$58,900	\$314.97
12	\$59,300	\$317.11
13	\$59,750	\$319.52
14	\$60,150	\$321.66
15	\$60,600	\$324.06
16	\$61,000	\$326.20
17	\$61,550	\$329.14
18	\$62,050	\$331.82
19	\$62,600	\$334.76
20	\$63,150	\$337.70
21	\$63,750	\$340.91
22	\$64,400	\$344.39
23	\$65,050	\$347.86
24	\$65,700	\$351.34
25	\$66,550	\$355.88
26	\$67,400	\$360.43
27	\$68,250	\$364.97
28	\$69,100	\$369.52
29	\$69,950	\$374.06
30	\$70,800	\$378.61

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,500 General Master's Degree Stipend
\$2,500 General Doctorate Degree Stipend

Ferris ISD

2023-2024 Salary Range for Teachers and Librarians

Hiring Salary Range	
10-Month Hiring Range Minimum:	\$54,500
10-Month Hiring Range Maximum:	\$70,800
Approved by Ferris ISD Board of Trustees on November 14, 2023.	

The salaries listed above are based on 10-month employment for the 2023-2024 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

\$1,500 General Master's Degree Stipend
\$2,500 General Doctorate Degree Stipend

2023-2024 Proposed Administrative Professional Pay Plan

Ferris ISD

Pay Grade	Job Title	Calendars	Minimum		Midpoint	Maximum	
1			Daily		\$254.87	\$300.89	\$349.92
	Accountant	226	187	Days	47,661	56,266	65,435
	Coordinator - PEIMS	226	207	Days	52,758	62,284	72,433
	Director - Maintenance/Transportation	260	226	Days	57,600	68,001	79,081
	Nurse - LVN (District Lead)	207	260	Days	66,266	78,231	90,979
	Social Worker	207					
	Speech Language Pathologist Asst	187					
2			Daily		\$274.53	\$327.97	\$381.41
	Counselor - Elementary	197, 207	197	Days	54,082	64,610	73,561
	Nurse - RN (District Lead)	207	207	Days	56,827	67,890	77,295
	Police Lieutenant	207	226	Days	62,043	74,121	84,390
3			Daily		\$291.01	\$347.65	\$404.29
	Counselor - Secondary	207	197	Days	57,329	68,487	79,645
	Counselor - Secondary (Lead)	226	207	Days	60,239	71,963	83,688
	Diagnostician	197	226	Days	65,768	78,568	91,363
	Diagnostician (District Lead)	207					
	Food Service Director	226					
	Instructional Technologist	207					
	Learning Specialist	207					
	Licensed Specialist in School Psychology	197/207					
	Specialist - Behavior	197					
	Speech Language Pathologist	197					
	Speech Language Pathologist (District Lead)	207					
	Coordinator - Human Resources	226					
4			Daily		\$302.65	\$361.55	\$420.46
	Assistant Principal - Elementary	207	207	Days	62,648	74,840	87,035
	Coordinator - BE/ELL	207	226	Days	68,398	81,710	95,024
	Coordinator - TCLAS	207					
	Coordinator - CTE & Advanced Academics	207					
	Coordinator - GT	207					
	Coordinator - Instructional Technology	207					
	Coordinator - MTSS (Rtl)	207					
	Coordinator - Digital Communications	226					
	Police Chief	226					
5			Daily		\$323.84	\$386.86	\$449.89
	Assistant Principal - JH	207	207	Days	67,035	80,080	93,127
	Principal - DAEP	207	226	Days	73,188	87,430	101,675
	PEIMS Director	226					
6			Daily		\$349.73	\$417.80	\$485.87
	Assistant Principal - HS	207	207	Days	72,394	86,484	100,575
	Secondary Dean (Academics)	207	226	Days	79,039	94,423	109,807

Principal - Elementary	226
Director - Athletics	226
Director - Counseling & Assessment	226
Director - Finance	226
Director - Human Resources	226
Director - Innovation	226
Director - Special Populations	226
Director - State & Federal Programs	226
Director - Teaching & Learning	226
Director - Technology	226

7

Principal - JH	226
----------------	-----

Daily	\$377.71	\$451.23	\$524.75
226 Days	85,362	101,978	118,593

8

Principal - HS	226
Assistant Superintendent - Academic Services	226

Daily	\$415.18	\$496.00	\$576.81
226 Days	93,830	112,096	130,359

9

Deputy Superintendent - Administration	226
--	-----

Daily	\$452.64	\$530.77	\$628.87
226 Days	102,297	119,954	142,125

2023-2024 Proposed Clerical-Paraprofessional Pay Plan

Ferris ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$12.18	\$15.41	\$18.64
	Teacher Aide - Bilingual	187	187 Days	18,221	23,053	27,885
	Teacher Aide - Level I	187				
	Teacher Aide - SpEd	187				
	Teacher Aide - w/ Associate's Degree	187	Hourly	\$14.03	\$17.27	\$20.50
			187 Days	21,000	25,832	30,664
2			Hourly	\$12.80	\$16.19	\$19.59
	Nurse Aide	187	187 Days	19,148	24,220	28,147
	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
			187 Days	30,000	35,000	40,000
3			Hourly	\$13.82	\$17.48	\$21.15
	Attendance Clerk - Elementary	187, 197	187 Days	20,674	26,150	31,640
	Attendance Clerk / Discipline Clerk - Sec.	197, 207	197 Days	21,780	27,548	33,332
	Counseling Clerk	197, 207	207 Days	22,885	28,946	35,024
	Interpreter / Translator	207, 226	226 Days	24,986	31,603	38,239
	Library Aide	187, 197				
	Nurse Aide - CNA or MA	187				
	Receptionist - Campus	187, 207				
4			Hourly	\$15.14	\$18.69	\$22.25
	Assessment Clerk	197, 207	197 Days	23,861	29,455	35,066
	Attendance Clerk - Secondary	197, 207	207 Days	25,072	30,951	36,846
	Business Department Clerk	226	226 Days	27,373	33,792	40,228
	Principal Secretary - Elementary	207				
	Special Populations / DAEP Clerk	197				
	Special Populations Clerk/receptionist	226				
5			Hourly	\$16.15	\$20.06	\$23.97
	Attendance Clerk - District	226	187 Days	24,160	30,010	35,859
	Bilingual Assessment Clerk	187, 207	207 Days	26,744	33,219	39,694
	Help Desk Technician / Computer Technicia	207, 226	226 Days	29,199	36,268	43,338
	Principal Secretary - JH	207				
	Receptionist - Administration	226				
6			Hourly	\$18.08	\$22.47	\$26.86
	Director Secretary	226	207 Days	29,940	37,210	44,480
	Maintenance/Transportation Secretary	260	226 Days	32,689	40,626	48,563
	PD Dispatch/Administrative Assistant	226	260 Days	37,606	46,738	55,869
	Principal Secretary - HS	207				

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

Hourly		\$20.45	\$24.43	\$28.41
187	Days	30,593	36,547	42,501
226	Days	36,974	44,169	51,365

8	
Accounting Specialist	226
Benefits Specialist	226
Database Administrator	226
Payroll Specialist	226
Superintendent Secretary	226

Hourly		\$25.76	\$30.78	\$35.80
226	Days	46,574	55,650	64,726

9	
Network Administrator	226
Nurse - RN	187/207

Hourly		\$28.83	\$34.08	\$39.33
187	Days	43,130	50,984	58,838
207	Days	47,742	56,436	65,130
226	Days	52,125	61,617	71,109

2023-2024 Proposed Auxiliary Pay Plan

Ferris ISD

*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	Minimum	Midpoint	Maximum
1			Hourly	\$11.25	\$13.64
	Coffee Shop Clerk	180	180	Days	16,200
	Custodian	260	260	Days	23,400
	Food Service Worker	180			19,642
	General Maintenance I	260			28,371
	Groundskeeper	260			33,322
2			Hourly	\$12.34	\$15.24
	Custodian - Head	260	180	Days	17,770
	Food Service Manager - Elementary	180	260	Days	25,667
	General Maintenance II	260			31,699
3			Hourly	\$13.87	\$17.13
	Food Service Manager - JH	180	180	Days	19,973
	Security Guard/PSO	197	197	Days	21,859
					26,997
					32,135
4			Hourly	\$16.01	\$19.77
	General Maintenance III	260	180	Days	23,054
	Supervisor - Custodial	260	226	Days	28,946
	Vehicle Maintenance	260	260	Days	33,301
					41,122
					48,942
5			Hourly	\$20.49	\$25.31
	HVAC Specialist	260	180	Days	29,505
	Maintenance Foreman	260	226	Days	37,046
	Lead Mechanic	260	260	Days	42,619
	Food Service Assistant	226			52,645
	Food Service Manager - HS	180, 226			62,670
6			Hourly	\$24.74	\$29.86
	Supervisor - Maintenance	260	260	Days	51,459
	Supervisor - Transportation	260			62,109
					72,758
7			Hourly	\$28.68	\$34.08
	Police Officer	207	207	Days	47,488
					56,438
					65,894
8			Hourly	\$30.05	\$35.56
	Police Corporal	207	207	Days	49,763
					58,887
					68,012
			Hourly	\$31.05	\$36.56
	Police Sergeant	207	207	Days	51,419
					60,543
					69,668
BM			Hourly	\$15.00	\$15.00
	Bus Monitor	180	180	Days	4,050
	SpEd Bus Monitor	180	180	Days	5,400
					5,400
BD			Hourly	\$23.00	\$23.00
	Bus Driver	180	180	Days	12,420
	SpEd Bus Driver	180	180	Days	16,560
					16,560
CG			Hourly	\$15.75	\$15.75
	Crossing Guard	180	180	Days	5,670
					5,670
					5,670

2023-2024 Extra Duty Stipends & Comparison Groups
Ferris ISD

Category	Assignment	Level	Number of Stipends	23-24 year stipends
Academic Stipends				
	ESports Stipend	HS	2	\$ 3,000
	GT Stipend	ES	1	\$ 1,500
	Robotics	ES	1	\$ 750
	UIL Campus Coordinator	ES	2	\$ 750
	UIL Subject Coach	ES	12	\$ 250
	Yearbook	ES	3	\$ 1,000
	UIL District Coordinator	ES	1	\$ 1,500
	Debate	JH	1	\$ 1,000
	GT Stipend	JH	1	\$ 1,500
	NJHS Stipend	JH	1	\$ 500
	One Act Play & Drama/Theater	JH	1	\$ 2,000
	Robotics	JH	1	\$ 1,000
	Student Council	JH	1	\$ 500
	UIL Campus Coordinator	JH	1	\$ 750
	UIL Subject Coach	JH	15	\$ 250
	Yearbook	JH	1	\$ 1,500
	UIL District Coordinator	JH & HS	2	\$ 1,500
	Debate/Speech	HS	1	\$ 2,500
	Dual Credit (per HS course, not college)	HS	1	\$ 1,500
	NHS	HS	1	\$ 600
	One Act Play & Drama/Theater	HS	1	\$ 3,500
	Robotics	HS	1	\$ 4,000
	Student Council	HS	1	\$ 1,000
	UIL Campus Coordinator	HS	1	\$ 750
	UIL Subject Coach	HS	20	\$ 250
	Yearbook	HS	1	\$ 2,000
Athletic Stipends				
	Boys Athletic Coordinator	JH	1	\$ 3,000
	Girls Athletic Coordinator	JH	1	\$ 3,000
	Athletic Trainer	JH	1	\$ 9,000
	Coach - Basketball	JH	8	\$ 3,000
	Coach - Cross Country	JH	1	\$ 2,000
	Coach - Football	JH	6	\$ 3,000
	Coach - Soccer	JH	4	\$ 3,000
	Coach - Tennis	JH	1	\$ 2,000
	Coach - Track	JH	8	\$ 2,000

Coach - Volleyball	JH	4	\$	3,000
Asst Coach - Baseball	HS	3	\$	4,000
Asst Coach - Basketball	HS	3	\$	4,000
Asst Coach - Girls Basketball	HS	3	\$	4,000
Asst Coach - Cross Country	HS	1	\$	3,000
Asst Coach - Football	HS	11	\$	5,000
Asst Coach - Boys Powerlifting	HS	2	\$	3,000
Asst Coach - Girls Powerlifting	HS	2	\$	3,000
Asst Coach - Boys Soccer	HS	3	\$	4,000
Asst Coach - Girls Soccer	HS	3	\$	4,000
Asst Coach - Softball	HS	3	\$	4,000
Asst Coach - Tennis	HS	2	\$	3,000
Asst Coach - Track	HS	6	\$	3,000
Asst Coach - Volleyball	HS	3	\$	4,000
Athletic Trainer	HS	1	\$	12,000
Coach - Head Football	HS	1	\$	6,000
Coach - Offensive Coordinator	HS	1	\$	7,000
Coach - Defensive Coordinator	HS	1	\$	7,000
Coach - Special Teams Coordinator	HS	1	\$	7,000
Coach - Performance Coordinator	HS	1	\$	2,000
Coach - Pass Game Coordinator	HS	1	\$	1,000
Coach - Recruiting Coordinator	HS	1	\$	1,000
Coach - Media/Tech Coordinator	HS	1	\$	1,000
Coach - Speed/Agility Coordinator	HS	1	\$	2,000
Coach - Culture Coordinator	HS	1	\$	1,000
Coach - Film Coordinator	HS	1	\$	1,000
Coach - Special Teams	HS	1	\$	1,000
Head Coach - Baseball	HS	1	\$	6,000
Head Coach - Basketball	HS	1	\$	6,000
Head Coach - Girl's Basketball	HS	1	\$	6,000
Head Coach - Cross Country	HS	1	\$	4,000
Head Coach - Golf (HS/JH Spring)	HS	1	\$	4,000
Head Coach - Powerlifting	HS	1	\$	4,000
Head Coach - Girl's Powerlifting	HS	1	\$	4,000
Head Coach - Soccer	HS	1	\$	6,000
Head Coach - Girl's Soccer	HS	1	\$	6,000
Head Coach - Softball	HS	1	\$	6,000
Head Coach - Tennis (Fall & Spring) (\$4,000 each)	HS	1	\$	8,000
Head Coach - Track	HS	1	\$	4,000
Head Coach - Girl's Track	HS	1	\$	4,000
Head Coach - Volleyball	HS	1	\$	6,000
Coach - Summer (6 wks.)	HS	10	\$	3,000
Coach - Summer (1 wk.)	HS	10	\$	500

Existing
Coaches Only -
no new hires

Assistant Athletic Director	District	1	\$	5,000
Athletic Director	District	1	\$	9,000
Boys Coordinator	HS	1	\$	3,000
Girls Coordinator	HS	1	\$	3,000
Asst. Boys Coordinator	HS	1	\$	2,000
Asst. Girls Coordinator	HS	1	\$	2,000
Offseason Coordinator	HS	1	\$	4,000
Special Olympics	District	1	\$	1,000

Performing Arts Stipends

Asst Cheer	JH	1	\$	1,200
Head Cheer	JH	1	\$	2,500
Head Choir Dir	JH	1	\$	4,000
Head Band Dir	JH	1	\$	5,500
Pep Squad	JH	1	\$	1,500
Asst Band Dir - JH & HS	JH & HS	3	\$	5,000
Asst Cheer	HS	1	\$	3,000
Drill Team	HS	1	\$	4,000
Head Cheer	HS	1	\$	6,500
Head Choir Dir	HS	1	\$	6,500
Head Band Dir - HS	HS	1	\$	8,500

Role-Specific Stipends

Bilingual Teacher	ES	21	\$	5,000
ESL pairing to Bilingual Teacher	ES	6	\$	3,000
Ag	HS	3	\$	5,000
Ag/Shop Lead	HS	1	\$	2,500
Composite Science Stipend	HS	5	\$	2,500
Construction	HS	1	\$	3,000
ELA Stipend	JH/HS	10	\$	6,000
Math Stipend	JH/HS	10	\$	6,000
Prom	HS	2	\$	1,500
AVID Coordinator/District	Campus	3	\$	1,200
Campus Leadership Team (Aide)	Campus	5	\$	1,000
Campus Leadership Team (Teacher)	Campus	36	\$	2,000
Doctorate Degree in Subject Area	Campus	2	\$	2,500
MAP Coach	Campus	5	\$	500
Master's Degree in Subject Area	Campus	30	\$	1,500
Testing Coordinator / 197-Day Teacher	Campus	4	\$	1,500
Behavior Intervention Specialist Certificate from Region 10	District	1	\$	1,500
Dyslexia Intervention Teachers	District	3	\$	1,500
Self-Contained SpEd	District	12	\$	1,500

Speech Therapist Stipend	District	5	\$	7,500
Pregnancy-Related Services	District	1	\$	750
Mentor teacher stipend	District	17		\$1750 - 2000
Dog handler	District	1		\$2,500.00
Lead Librarian stipend	District	1		\$1,000.00
Advanced Placement	FHS	2		\$1,500.00
On Ramps	FHS	1		\$3,000.00
Parent Liason	FJH	1		\$3,000.00
PTECH	FHS	1		\$1,000.00
Principal - elementary enrollment 500+	Elem	1		\$5,000.00

Extra Duty Pay

After School Detention / Saturday School	District	40		\$25/hr
Homebound Teacher (in town)	District	1		\$25/hr
Homebound Teacher (outside of town)	District	0		\$35/hr
Prof. Staff, PD, Attendee, on-site (off contract)	District			\$150/day
Prof. Staff, PD, Presenter, on-site (off contract)	District			\$250/day
Prof. Staff, Curriculum Writing (off contract)	District			\$25/hr
STAAR Tutorial / Summer School Teacher	District			\$25/hr
Support Staff, PD, Attendee, on-site (off "contract")	District			\$100/day
TCLAS Tutor (Certified teacher - 1 hour) Pending Grant Funds	District			\$50/hr

Athletic Worker Duty Pay

Baseball / Softball - Pitch Counter	Varsity			\$15/game
Baseball / Softball - Book Worker	HS			\$15/game
Baseball / Softball - Gate Worker	HS			\$15/game
Baseball / Softball - Scoreboard / Announcer	HS			\$15/game
Basketball - Book Worker	District			\$15/game
Basketball - Clock / Announcer	District			\$15/game
Basketball - Gate Worker	District			\$15/game
Driving the team bus when it's not your sport	District			\$50/round trip
Football - Clock / Announcer	JH, 9th, JV			\$25/game
Football - Gate Worker	JH, 9th, JV			\$25/game
Football - Announcer	Varsity			\$100/game
Football - Clock	Varsity			\$100/game
Football - Gate Worker	Varsity			\$75/game
Football - Reserved Seating & Gate Manager	Varsity			\$150/game
Soccer - Clock / Announcer	District			\$25/game
Soccer - Gate Worker	District			\$20/game
Volleyball - Book Worker	District			\$15/game
Volleyball - Clock / Announcer	District			\$15/game
Volleyball - Gate Worker	District			\$15/game
Volleyball - Libero Tracker	District			\$15/game

2023-2024 Substitute Teacher
Ferris ISD

Job Title	2021-2023	2023-2024
-----------	-----------	-----------

Regular Day

Level I Sub (No Degree, No Cert. -OR- No Exp. w/FISD)	\$80.00	\$90.00
Level II Sub (Degree & No Cert. -OR- more than 100 days experience w/FISD)	\$90.00	\$95.00
Level III Sub (Degree & Cert. -OR- more than 500 days experience w/FISD)	\$100.00	\$105.00

Permanent Sub Rate (more than 15 days)

Level I Sub (No Degree, No Cert. -OR- No Exp. w/FISD)	\$100.00	\$105.00
Level II Sub (Degree, No Cert. -OR- more than 100 days experience w/FISD)	\$110.00	\$115.00
Level III Sub (Degree, Cert. -OR- more than 500 days experience w/FISD)	\$120.00	\$125.00

--