

2017-18 Proposed Administrative Professional Pay Plan

Ferris ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1							
	PEIMS Coordinator	226	Daily	\$237.41	\$285.00	\$332.60	\$5.70
	Police Lieutenant	226	187 Days	44,396	53,295	62,196	1,066
	SLP Assistant	187	207 Days	49,144	58,995	68,848	1,180
			226 Days	53,655	64,410	75,168	1,288
2							
	Counselor - ES	207	Daily	\$258.77	\$310.65	\$362.53	\$6.21
	Counselor - ES/District Coordinator	207	187 Days	48,390	58,092	67,793	1,162
	Counselor - JH	207	207 Days	53,565	64,305	75,044	1,286
	Nurse - RN	187	226 Days	58,482	70,207	81,932	1,404
	Police Chief	226					
	Specialist - Behavior	187					
3							
	Assistant Principal - ES	207	Daily	\$269.13	\$323.08	\$377.03	\$6.46
	Counselor - HS	207	187 Days	50,327	60,416	70,505	1,208
	Diagnostician	187, 207	207 Days	55,710	66,878	78,045	1,338
	Director - Food Services	226	226 Days	60,823	73,016	85,209	1,460
	Instructional Technologist	226					
	Speech Language Pathologist	187					
4							
	Assistant Principal - JH	207	Daily	\$279.89	\$336.00	\$392.11	\$6.72
	Dean of Students - JH	207	187 Days	57,937	69,552	81,167	1,391
	Director - Maintenance	226	226 Days	63,255	75,936	88,617	1,519
	Coordinator - Technology	226					
	Coordinator - BE/ELL	226					
	Coordinator - GT	207					
	Coordinator - CTE	207					
	Coordinator - Special Populations	226					
5							
	Assistant Principal - HS	207	Daily	\$305.08	\$366.24	\$427.40	\$7.32
	Business Manager	226	187 Days	63,152	75,812	88,472	1,516
	Principal - ES	226	226 Days	68,948	82,770	96,592	1,655
6							
	Director - Athletics	226	Daily	\$320.33	\$384.55	\$448.77	\$7.69
	Director - Curriculum	226	187 Days	59,902	71,911	83,920	1,438
	Director - Special Education	226	207 Days	66,308	79,602	92,895	1,592
	Director - Technology	226	226 Days	72,395	86,908	101,422	1,738

Director - Finance	226
Principal - Alternative	207
Principal - JH	226
Director - Elementary Learning	226

7

Assistant Superintendent - Student Support	226
Principal - HS	226

Daily	\$352.37	\$423.01	\$493.65	\$8.46
226 Days	79,636	95,600	111,565	1,912

8

Deputy Superintendent - Administration	226
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Daily	\$387.60	\$465.31	\$543.02	\$9.31
226 Days	87,598	105,160	122,723	2,103

2017-18 Proposed Clerical-Paraprofessional Pay Plan

Ferris ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1							
	Aide - AEP	187	\$10.20	\$13.25	\$16.30	\$0.27	
	SPED Aide	187	187 Days	15,259	19,822	24,385	404
	SPED Aide - General	187					
	SPED Aide - Resource	187					
	Teacher Aide - Level I	187					
	Teacher Aide - Bilingual	187					
	Teacher Aide - Title I	187					
	Teacher Aide - Title III	187					
2							
	Nurse Aide	187	\$10.80	\$14.03	\$17.26	\$0.28	
	SPED Aide - CBI - Self-Contained	187	187 Days	16,157	20,989	25,821	419
	SPED Aide - IDEA B - Self-Contained	187					
	SPED Aide - Self-contained	187					
	Support - Co-Op SPED	187					
	Teacher Aide - Level II	187					
3							
	Attendance Clerk - ES	187	\$11.88	\$15.43	\$18.98	\$0.31	
	Attendance Clerk - IS	187	187 Days	17,772	23,083	28,394	464
	Campus Secretary/Receptionist	187, 207	207 Days	19,673	25,552	31,431	513
	Library Aide	187					
	Nurse Aide - Certified	187					
	Nurse Aide - Medical Assistant	187					
4							
	Attendance Clerk - HS	207	\$12.99	\$16.66	\$20.33	\$0.33	
	Attendance Clerk - JH	187	187 Days	19,433	24,923	30,414	494
	Principal Secretary - ES	207	207 Days	21,511	27,589	33,666	546
	Principal Secretary - IS	207					
5							
	Principal Secretary - JH	207	\$14.79	\$18.49	\$22.19	\$0.37	
	Receptionist - Administration	226	207 Days	24,492	30,619	36,747	613
	Specialist - Registration	226	226 Days	26,740	33,430	40,120	669
6							
	Principal Secretary - HS	207	\$16.12	\$20.15	\$24.18	\$0.40	
	Secretary - Co-Op SPED	207	207 Days	26,695	33,368	40,042	662
	Secretary - Director - Athletics	207	226 Days	29,145	36,431	43,717	723
		207	260 Days	33,530	41,912	50,294	838

Secretary - Director - Curriculum & Human Resources	226
Secretary - Director - Student Support	226
Secretary - Director - Special Programs	226
Secretary - Maintenance/Transportation	260

7

Accounting Clerk	226
Accounts Payable Clerk	226
Benefits Clerk	226
Help Desk Technician	187, 226
LVN	187
Network Technician	226
Payroll Clerk	226
PEIMS Assistant	226
Systems Programmer/Analyst	226
Translator - Co-Op SpEd	187

Hourly	\$19.13	\$22.97	\$26.81	\$0.46
187 Days	28,618	34,363	40,108	688
226 Days	34,587	41,530	48,472	832

8

Network Administrator	226
Secretary - Superintendent	226
Payroll Specialist	226

Hourly	\$24.49	\$29.40	\$34.31	\$0.59
226 Days	44,278	53,155	62,032	1,067

2017-18 Proposed Auxiliary Pay Plan

Ferris ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1							
	Coffee Shop Clerk	174	Hourly	\$9.00	\$11.25	\$13.50	\$0.23
	Custodial/Maintenance	260	174 Days	12,528	15,660	18,792	320
	Custodian	260	180 Days	12,960	16,200	19,440	324
	Food Services Worker	174	217 Days	15,624	19,530	23,436	399
	PSO	180	260 Days	18,720	23,400	28,080	478
2							
	Co-Op/Aide/Transportation	207	Hourly	\$11.16	\$13.95	\$16.74	\$0.28
	Custodian - Head	260	174 Days	15,535	19,418	23,302	390
	Manager - Food Services, ES	174, 187	187 Days	16,695	20,869	25,043	419
	Manager - Food Services, MS	187	207 Days	18,481	23,101	27,721	464
			260 Days	23,213	29,016	34,819	582
3							
	Maintenance Worker	260	Hourly	\$13.17	\$16.46	\$19.75	\$0.33
	Maintenance Worker/Groundskeeper	260	174 Days	18,333	22,912	27,492	459
	Manager - Food Services, HS	174	207 Days	21,810	27,258	32,706	546
	Police Dispatcher	207	260 Days	27,394	34,237	41,080	686
4							
	Food Services Assistant Director	187	Hourly	\$17.12	\$21.40	\$25.68	\$0.43
	HVAC Specialist	260	187 Days	25,612	32,014	38,417	643
	Supervisor - Custodial	260	260 Days	35,610	44,512	53,414	894
	Supervisor - Maintenance/Grounds	260					
	Supervisor - Transportation	260					
	Vehicle Maintenance	260					
5							
	Police Officer	197	Hourly	\$22.11	\$26.96	\$31.81	\$0.54
	Police Sergeant	207	197 Days	34,845	42,489	50,133	851
			207 Days	36,614	44,646	52,677	893
BM							
	Bus Monitor	174	Hourly	\$10.00	\$10.00	\$10.00	\$0.20
			174 Days	13,920	13,920	13,920	278
BD							
	Bus Driver	174	Hourly	\$15.00	\$15.00	\$15.00	\$0.30
			174 Days	20,880	20,880	20,880	418

2017-18 Proposed Extra Duty Stipends

Ferris ISD

Category	Assignment	Level	Proposed Stipend
Academics			
	GT Stipend	ES	1,500
	UIL Campus Coordinator - ES	ES	500
	UIL Subject Coach	ES	250
	Yearbook - ES	ES	1,000
	GT Stipend	JH	1,500
	NJHS Stipend	JH	500
	Student Council - JH	JH	500
	UIL Campus Coordinator - JH	JH	750
	UIL Subject Coach	JH	250
	Yearbook - JH	JH	1,500
	One Act Play & Drama/Theater	JH	2,000
	Debate/Speech	HS	2,500
	Dual Credit (per section)	HS	1,500
	NHS	HS	600
	One Act Play & Drama/Theater	HS	3,500
	Student Council - HS	HS	1,000
	UIL Campus Coordinator - HS	HS	1,500
	UIL Subject Coach	HS	250
	Yearbook - HS	HS	2,000
Athletics			
	Special Olympics	District	500
	Athletic Coordinator	JH	3,000
	Athletic Trainer	JH	9,000
	Coach - Cross Country	JH	2,000
	Coach - Football	JH	3,000
	Coach - JH Basketball	JH	3,000
	Coach - JH Track	JH	2,000
	Coach - Volleyball	JH	3,000
	Head Coach - Tennis	JH	2,000
	Asst Coach - Baseball	HS	4,000
	Asst Coach - Basketball	HS	4,000
	Asst Coach - Cross Country	HS	3,000
	Asst Coach - Football	HS	5,000
	Asst Coach - Soccer	HS	4,000
	Asst Coach - Softball	HS	4,000
	Asst Coach - Track	HS	3,000
	Asst Coach - Volleyball	HS	4,000
	Athletic Coordinator	HS	5,000

Athletic Coordinator - Special Teams	HS	7,000
Athletic Trainer	HS	12,000
Coach - Defensive Coordinator	HS	7,000
Coach - Football	HS	5,000
Coach - Offensive Coordinator	HS	7,000
Head Coach - Baseball	HS	6,000
Head Coach - Basketball	HS	6,000
Head Coach - Cross Country	HS	4,000
Head Coach - Golf	HS	4,000
Head Coach - Powerlifting	HS	4,000
Head Coach - Soccer	HS	6,000
Head Coach - Softball	HS	6,000
Head Coach - Tennis	HS	4,000
Head Coach - Track	HS	4,000
Head Coach - Volleyball	HS	6,000
Coach - Summer (6 wks.)	HS	2,000
Coach - Summer (1 wk.)	HS	250

Longevity

Performing Arts

Asst Band Dir - JH	JH	4,500
Cheer Stipend - JH Asst	JH	1,200
Cheer Stipend - JH Head	JH	2,000
Choir Stipend - JH	JH	2,000
Cheer Sponsor - HS JV	HS	3,000
Cheer Sponsor - HS Varsity	HS	5,000
Choir Stipend - HS	HS	4,000
Head Band Dir - HS	HS	8,000

Role-Specific

Prom	HS	1,500
Ag	HS	3,000
Bilingual Teacher	ES	4,000
Dept Chair/Grade Leader - ES	ES	2,000
Dept Chair/Grade Leader - JH	JH	2,000
Dept Chair/Grade Leader - HS	HS	2,000
Math Stipend	HS	2,500
Science Stipend	HS	1,500
Composite Science Stipend	HS	2,500
Master's Degree in Subject Area	District	1,500
Doctorate Degree in Subject Area	District	2,500