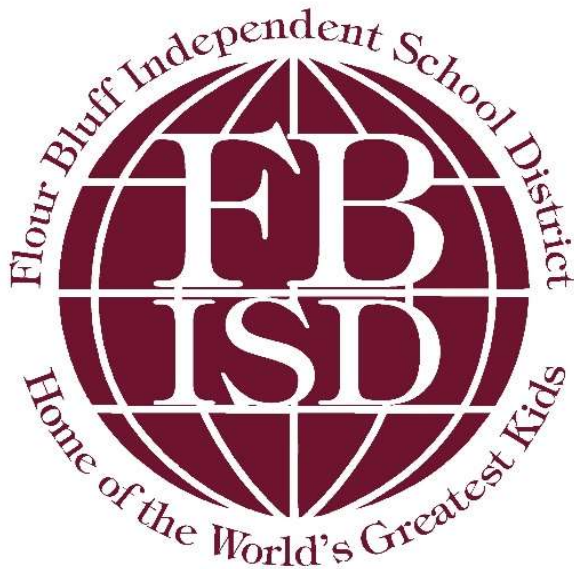


FLOUR BLUFF INDEPENDENT SCHOOL DISTRICT



Revised Compensation Plan

School Year

2020-2021

Revised 08/24/2020

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Introduction

The FBISD Compensation Plan is updated and adopted annually by the Board of Trustees and is administered jointly by the Office of Human Resources (HR) and the Superintendent of Schools.

This Plan is administered according to the *Compensation Plan Guidelines*, an HR publication that is updated as administratively necessary and approved annually by the Superintendent of Schools.

Flour Bluff ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

Flour Bluff Independent School District Teacher Hiring Scale

Years of Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	\$46,500.00	\$48,000.00	\$48,500.00
1	\$46,500.00	\$48,000.00	\$48,500.00
2	\$47,250.00	\$48,750.00	\$49,250.00
3	\$47,750.00	\$49,250.00	\$49,750.00
4	\$48,250.00	\$49,750.00	\$50,250.00
5	\$49,125.00	\$50,625.00	\$51,125.00
6	\$49,893.00	\$51,393.00	\$51,893.00
7	\$50,643.00	\$52,143.00	\$52,643.00
8	\$51,393.00	\$52,893.00	\$53,393.00
9	\$51,900.00	\$53,400.00	\$53,900.00
10	\$52,300.00	\$53,800.00	\$54,300.00
11	\$52,700.00	\$54,200.00	\$54,700.00
12	\$53,200.00	\$54,700.00	\$55,200.00
13	\$53,700.00	\$55,200.00	\$55,700.00
14	\$54,200.00	\$55,700.00	\$56,200.00
15	\$54,700.00	\$56,200.00	\$56,700.00
16	\$55,200.00	\$56,700.00	\$57,200.00
17	\$55,700.00	\$57,200.00	\$57,700.00
18	\$56,200.00	\$57,700.00	\$58,200.00
19	\$56,700.00	\$58,200.00	\$58,700.00
20	\$57,200.00	\$58,700.00	\$59,200.00

Hiring Range Minimum **\$46,500**
Hiring Range Maximum **\$59,200**

The compensation scale above represents annual salaries based on full-time contract arrangements for 10-month employment. Salary levels meet or exceed state minimum salary requirements. Predictions of future salaries are not possible from this pay structure. 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. Teachers hired to work for more or less than a standard 10-month contract will receive an annual salary based on the daily rate for their documented years of experience.

The Board of Trustees may adjust the compensation reflected in this plan retroactively as necessary to maintain compliance with the requirements of House Bill 3 as passed by the 86th Texas Legislature and the associated funding levels which were not known at the time this plan was initially adopted.

Flour Bluff Independent School District Campus Level Stipends

If a staff member is not employed with FBISD for the entire year, stipends will be prorated for any supplemental-duty assignment based on percentage of the assignment(s) completed.

Stipends for Multiple Grade Levels		
Department Heads	High School	\$ 1,815.00
	Junior High School	\$ 1,331.00
	Intermediate	\$ 726.00
	Elementary	\$ 726.00
UIL	High School	\$ 1,815.00
	Junior High	\$ 1,210.00
	Intermediate	\$ 726.00
	Elementary	\$ 484.00
High School		
National Honor Society		\$ 1,815.00
Dual Credit		\$ 1,815.00
Dual Credit Facilitator		\$ 605.00
Health Science Facilitator		\$ 605.00
Spanish National Honor Society		\$ 1,210.00
Coop Training Supervisors		\$ 2,420.00
Transition Coordinator		\$ 2,200.00
Decathlon		\$ 3,630.00
Clubs		\$ 605.00
Visual Arts Coordinator		\$ 605.00
FCCLA (Communication leaders)		\$ 484.00
Mock Trial		\$ 484.00
Class Sponsors		\$ 242.00
Cheerleader		\$ 5,500.00
Assistant Cheerleaders		\$ 3,850.00
Drill Team		\$ 2,750.00
Assistant Drill Team		\$ 1,650.00
Yearbook		\$ 2,420.00
Student Council		\$ 2,420.00
Life Skills Coordinator	Junior High/High School	\$ 3,300.00
Junior High		
Student Council		\$ 907.50
National Junior Honor Society		\$ 605.00
Cheerleader		\$ 2,750.00
Assistant Cheerleader		\$ 1,815.00
Discipline		\$ 1,815.00
Yearbook		\$ 1,210.00
Intermediate		
Student Council		\$ 605.00
Math Club		\$ 847.00
Clubs		\$ 484.00
Theater Arts		\$ 605.00
Yearbook		\$ 605.00
Elementary		
Student Council		\$ 726.00
Jazzy Bees		\$ 726.00
Clubs		\$ 484.00

Flour Bluff Independent School District Level Stipends

If a staff member is not employed with FBISD for the entire year, stipends will be prorated for any supplemental-duty assignment based on percentage of the assignment(s) completed.

Performing Arts Stipends	
Band and Choir Coordinator	\$ 1,815.00
Assistant Intermediate Coor	\$ 907.50
TMEA & UIL Prep HS/JH	\$ 907.50
Summer Band	\$ 1,210.00
Assistant Marching Band	\$ 1,210.00
Choir	\$ 1,210.00
JH Symphonic & Concert Band	\$ 1,210.00
Music Arranging	\$ 1,210.00
Color Guard	\$ 1,210.00
Honors Band	\$ 1,210.00
Woodwind Specialist	\$ 1,210.00
Marching Band show design	\$ 1,210.00
Jazz Band	\$ 550.00
Symphonic Band	\$ 605.00
Assistant Honors Band	\$ 605.00
Assistant JH Choir	\$ 605.00
UIL Poetry Prose	\$ 2,420.00
One Act Play	\$ 2,420.00
District Wide Stipends	
Head Nurse	\$ 1,815.00
Special Olympics	\$ 1,210.00
ROTC	\$ 8,470.00
National Board Certified Teachers	\$ 1,210.00

Flour Bluff ISD Athletic Stipends

- Athletic stipends are annualized and paid throughout the year.
- If a coach is not employed with FBISD for the entire year, stipends will be prorated for any coaching assignment based on percentage of the assignment(s) completed.

Sport/Position	Level	Stipend	Time Prior
Baseball			
Head Baseball Coach	HS	\$ 4,840.00	
Assistant Baseball Coach	HS	\$ 1,815.00	
Basketball			
Head Coach - Boys	HS	\$ 4,840.00	
Assistant Coach - Boys	HS	\$ 1,815.00	\$ 1,800.00
Assistant Coach - Boys	HS	\$ 1,815.00	
Head Coach - Girls	HS	Assistant Athletic Director	
1st Assistant Coach -Girls	HS	\$ 3,630.00	
Assistant Coach - Girls	HS	\$ 1,815.00	\$ 1,800.00
Assistant Coach	JH	\$ 1,210.00	
Cross Country			
Head Coach	HS	\$ 4,840.00	\$ 2,600.00
Assistant Coach	HS	\$ 1,815.00	\$ 2,600.00
Assistant	JH	\$ 1,210.00	\$ 1,000.00
Football			
Head coach	HS	Athletic Director	
Assistant Head Coach	HS	\$ 11,000.00	\$ 4,600.00
Offensive Coordinator	HS	\$ 4,840.00	\$ 4,600.00
Defensive Coordinator	HS	\$ 4,840.00	\$ 4,600.00
Co-Special Teams Coordinator	HS	\$ 4,620.00	\$ 2,600.00
Varsity Assistant Coach	HS	\$ 3,960.00	\$ 2,600.00
Head Coach	JH	\$ 1,210.00	\$ 2,600.00
Assistant Coach	JH	\$ 1,210.00	\$ 1,800.00

Golf				
Head Coach	HS	\$	8,470.00	\$ 2,600.00
Soccer				
Head Coach - Boys	HS	\$	4,840.00	\$ 1,000.00
Assistant Coach - Boys	HS	\$	1,815.00	\$ 1,000.00
Head Coach - Girls	HS	\$	4,840.00	\$ 1,000.00
Assistant Coach - Girls	HS	\$	1,815.00	\$ 1,000.00
Softball				
Head Coach	HS	\$	4,840.00	\$ 2,600.00
Assistant Coach	HS	\$	1,815.00	\$ 1,800.00
Swimming				
Head Coach			Aquatics Director	
Assistant Coach	HS	\$	4,840.00	\$ 1,000.00
Assistant Coach	JH	\$	4,840.00	\$ 1,000.00
Tennis				
Head Coach	HS	\$	8,470.00	\$ 2,600.00
Assistant Coach	HS	\$	4,840.00	\$ 2,600.00
Assistant Coach	JH	\$	3,630.00	\$ 1,000.00
Track				
Head Coach - Boys	HS	\$	4,840.00	
Head Coach - Girls	HS	\$	4,840.00	
Assistant Coach	HS	\$	1,815.00	
Assistant Coach	JH	\$	1,210.00	
Trainers				
Head Trainer	HS	\$	9,570.00	\$ 2,600.00
Trainer	HS	\$	8,470.00	\$ 2,600.00
Trainer	JH	\$	8,470.00	\$ 1,800.00
Volleyball				
Head Coach	HS	\$	4,840.00	\$ 2,600.00
Assistant Coach	HS	\$	1,815.00	\$ 2,600.00
Assistant Coach	JH	\$	1,815.00	\$ 1,800.00
Assistant Coach	JH	\$	1,210.00	
Other				
Jr High Boys Athletic Coordinator	JH	\$	4,840.00	\$ 2,600.00
Jr High Girls Athletic Coordinator	JH	\$	4,840.00	\$ 2,600.00
Scouting, Video & Stats	HS	\$	907.50	
Weight Room	HS	\$	4,840.00	
Equipment	HS	\$	1,815.00	
Sports Information Lead Teacher	HS	\$	2,420.00	
Team Builder	HS	\$	1,815.00	

Flour Bluff Independent School District Administrative/Professional Pay Plan

Pay Grade	Job Title	Days		Minimum	Midpoint	Maximum
1			Daily	\$213.20	\$260.00	\$306.80
	School Nutrition Coordinator	227	195 Days	41,574	50,700	59,826
	Social Worker	195	227 Days	48,396	59,020	69,644
2			Daily	\$234.52	\$286.00	\$337.48
	Network Resource Administrator	227	227 Days	53,236	64,922	76,608
3						
	Counselor Early Childhood/Prim/Elem/Int	196	Daily	\$250.94	\$306.02	\$361.10
	Diagnostician/Speech Pathologist	196	196 Days	49,184	59,980	70,776
	Occupational Therapist	196				
4			Daily	\$268.50	\$327.44	\$386.38
	Asst Principal Early Childhood/Prim/Elem/Int	206	196 Days	52,626	64,178	75,730
	Counselor Head	206	201 Days	53,969	65,815	77,662
	Counselor JH	201	206 Days	55,311	67,453	79,594
	Counselor SpEd/Licensed Sp School Psychology	196	227 Days	60,950	74,329	87,708
	Curriculum Supervisor Primary/Elem/Int	206	240 Days	64,440	78,586	92,731
	Director Finance	227				
5			Daily	\$279.24	\$340.54	\$401.84
	Asst Principal JH/Counselor Head HS	206	201 Days	56,127	68,449	80,770
	Counselor HS	201	206 Days	57,523	70,151	82,779
6						
	Asst Director Special Education/Asst. Principal HS	206	Daily	\$290.41	\$354.16	\$417.91
	Curriculum Sup HS/Dean of Student Services	211	206 Days	59,824	72,957	86,089
	Commander NJROTC	227	211 Days	61,277	74,728	88,179
	Music Coordinator/Public Information Officer	227	227 Days	65,923	80,394	94,866
	Supervisor Aquatics/Curriculum Sup Math ext Yr	227				
7						
	Asst Director Athletics	227	Daily	\$313.64	\$382.49	\$451.34
	Director Food Services/Director Technology	227	194 Days	60,846	74,203	87,560
	Director Maintenance/Director Transportation	240	211 Days	66,178	80,705	95,233
	Director Safety & Security	194	227 Days	71,196	86,825	102,454
	Director SDCG	211	240 Days	75,274	91,798	108,322
	Principal Early Childhood/Primary/Elem/Int	211				
8			Daily	\$338.73	\$413.09	\$487.45
	Director Athletics/Director Human Resources	227	211 Days	71,472	87,162	102,852
	Principal JH	227	227 Days	76,892	93,771	110,651
	Chief Operating Officer	227				
	Director of Assessment and Accountability	211				
9			Daily	\$372.61	\$454.40	\$536.19
	Dir Instruction/Director of Sp Ed	227	227 Days	84,582	103,149	121,715
	Principal HS	227				
10			Daily	\$484.39	\$590.72	\$697.05
	Chief Financial Officer	227	227 Days	109,957	134,093	158,230
	Chief Academic Officer	227				
	Associate Superintendent of Student Services	227				

Flour Bluff Independent School District Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Days	Hourly	Days	Minimum	Midpoint	Maximum
1			Hourly		\$10.79	\$13.00	\$15.21
	Aide Classroom/Aide Title I	187	187	Days	16,142	19,448	22,754
	Aide PE/Aide Sp Ed Instructional	187					
2			Hourly		\$11.30	\$13.78	\$16.26
	Aide Campus/Aide ISSC/Aide Sp Ed Motor	187	187	Days	16,905	20,615	24,325
	Aide Read/Write/Aide SDGC	187	195	Days	17,628	21,497	25,366
	Aide Sp Ed Functional Living Primary	187	196	Days	17,718	21,607	25,496
	Campus Receptionist	195					
3			Hourly		\$11.96	\$14.60	\$17.24
	Aide Library/Registrar Intermediate	195	187	Days	17,892	21,842	25,791
	Aide SDGC Class/Clerical/CK Cashier-Clk	187	195	Days	18,658	22,776	26,894
	Aide Sp Ed Functional Living	187	196	Days	18,753	22,893	27,032
	Aide Sp Ed SI Unit/Aide Vocational	187	201	Days	19,232	23,477	27,722
	Aide Special Needs w/Deaf Interpretation	187	206	Days	19,710	24,061	28,412
	Asst Registrar/Counselors Secretary	201	240	Days	22,963	28,032	33,101
	Clerk Admin HS	206					
	CLK Attendance ECC/Pri/Elem/Int/JH/HS	195					
	LOTIC Aide and Drill Instructor	196					
	Transportation Clerk	240					
4			Hourly		\$13.41	\$16.35	\$19.29
	Aide NJROTC	227	187	Days	20,061	24,460	28,858
	Aide Print Shop/CLK HR&Rec/Receptionist	227	196	Days	21,027	25,637	30,247
	Aide R/R Certified/Security/Clk Sp Ed HS	187	206	Days	22,100	26,945	31,790
	Clerk Sp Ed Records	196	227	Days	24,353	29,692	35,031
	Registrar JH	206					
5			Hourly		\$14.75	\$17.98	\$21.21
	Admin Asst PEIMS/Technology	227	211	Days	24,898	30,350	35,802
	Campus Secretary ECC/Prim/Elem/Int/JH	211	227	Days	26,786	32,652	38,517
	Campus Secretary HS Prep/SDGC	211	240	Days	28,320	34,522	40,723
	Clerk Data/Curriculum/CK Clerk	227					
	Secretary Performing Arts/CK Clerk	211					
	Print Shop Specialist/Registrar High School	227					
	Secretary Maintenance	240					
	Secretary Sp Ed/Transportation	227					
6			Hourly		\$17.40	\$21.22	\$25.04
	Admin Asst Athletics	211	187	Days	26,030	31,745	37,460
	Campus Secretary Sp Ed/High School	227	211	Days	29,371	35,819	42,268
	Clk Acct/Clk Acct Payable/Clk Payroll	227	227	Days	31,598	38,536	45,473
	Deaf Interpreter/LVN/Campus Tech	187					
	Admin Asst Business/Admin Asst. C&I	227					
7			Hourly		\$21.75	\$26.53	\$31.31
	Admin Asst Superintendent	227	187	Days	32,538	39,689	46,840
	Designer Web Sp/HR Sp/PEIMS Coor	227	227	Days	39,498	48,178	56,859
	District Tech/Truant Officer	187					

Flour Bluff Independent School District Auxiliary Pay Plan

Pay Grade	Job Title	Days	Hourly	Minimum	Midpoint	Maximum
1			Hourly	\$8.50	\$10.00	\$11.50
	Cafeteria/Bus Aides	173	173 Days	11,764	13,840	15,916
2			Hourly	\$9.35	\$11.40	\$13.45
	Bus Aide	173	173 Days	12,940	15,778	18,615
	Cafeteria Worker	179	179 Days	13,389	16,325	19,260
	Custodian Day	260	260 Days	19,448	23,712	27,976
	Custodian Night	260				
	Truck Driver	179				
3			Hourly	\$10.94	\$13.34	\$15.74
	Cafeteria Asst Sup/Asst.Warehouse	179	179 Days	15,666	19,103	22,540
	Clerk Central Receiving	260	260 Days	22,755	27,747	32,739
	Grounds Maintenance Worker	260				
4			Hourly	\$12.35	\$15.07	\$17.79
	Cafeteria Manager ES	179	179 Days	17,685	21,580	25,475
	Custodial Lead	260	260 Days	25,688	31,346	37,003
	General Maintenance Worker	260				
	Mechanic Helper	260				
	Preventative Maintenance	260				
5			Hourly	\$15.00	\$18.29	\$21.58
	Cafeteria Manager HS	179	179 Days	21,480	26,191	30,903
	HVAC Technician/Equipment Technician	260	260 Days	31,200	38,043	44,886
	Pest Control Specialist	260				
	Supervisor Store Room	179				
6			Hourly	\$17.24	\$21.03	\$24.82
	Caf Training Sup/CK Supervisor	179	179 Days	24,688	30,115	35,542
	Carpenter Skilled/Journeyman Plumber	260	260 Days	35,859	43,742	51,626
	Clerk Shipping & Receiving Lead	260				
	HVAC Tech Licensed	260				
	Fleet Mechanic/Vehicle Mechanic	260				
7			Hourly	\$19.62	\$23.93	\$28.24
	Food Production Supervisor	227	227 Days	35,630	43,457	51,284
	Head Skilled Carpenter	260	260 Days	40,810	49,774	58,739
	HVAC Lead Maintenance Technician	260				
	Maintenance Electrician	260				
8			Hourly	\$21.58	\$26.32	\$31.06
	Custodial Sup/Pest Control Grounds Sup	260	260 Days	44,886	54,746	64,605
	General Maintenance Supervisor	260				
	Master Electrician	260				
	Network Server Tech/Specialist Tech	260				
	Specialist Applications/Specialist Comm	260				
	Transportation Sup/Fleet Mech Sup	260				
B			Hourly	\$16.00	\$19.00	\$22.00
	Bus Driver	173	173 Days	22,144	26,296	30,448
	Bus Driver Lead	260	260 Days	33,280	39,520	45,760
	Bus Driver Sp Ed	260				

**Flour Bluff Independent School District
Supplemental/Temporary Employment Pay**

Position	Assignment	Rate of Pay Per Hour
Teachers		
	Additional Teacher Duties/Bachelor’s Degree	\$31.08
	Additional Teacher Duties/Master’s Degree	\$32.08
	Homebound Instruction – General Education	\$31.08/\$32.08
	Temporary Monthly Employees (i.e. Tutors)	\$31.08
	Temporary Monthly Employees (i. e. Tutors)	\$32.08
	Temporary Paraprofessional/Hourly Employees	\$Current hourly rate
	Summer School	\$32.08
Other Summer Staff		
	Summer School LVN	\$Current hourly rate
	Summer School Paraprofessionals	\$Current hourly rate
	Temporary Paraprofessionals	\$Minimum for pay category
Substitute Teachers		
	\$10.00 per hour for non-degreed substitute teachers	
	\$11.25 per hour for degreed substitute teachers (with Transcripts)	
	\$13.25 per hour for Texas certified teacher with proof of certification	
	\$11.25 or \$13.25 for substitute teachers who teach in a continuous assignment for a period of time exceeding 15 consecutive days	
	\$18.75 for Long Term Texas certified substitute in subject area for a period of time exceeding 15 consecutive days.	