

# FLOUR BLUFF INDEPENDENT SCHOOL DISTRICT



## Compensation Plan

**School Year  
2019 - 2020**

-----{ 2019 – 2020 COMPENSATION PLAN }-----

## Table of Contents

---

Introduction .....	2
Teacher Hiring Scale .....	3
Campus Level Stipends.....	4
Performing Arts Stipends .....	5
Athletic Stipends .....	6-7
Administrative/Professional Pay Plans .....	8
Clerical/Paraprofessional Pay Plans .....	9
Auxiliary Pay Plan .....	10
Supplemental/Temporary/Substitute Employment Pay .....	14

## 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	\$47,250.00	\$48,750.00	\$49,250.00
2	\$47,750.00	\$49,250.00	\$49,750.00
3	\$48,250.00	\$49,750.00	\$50,250.00
4	\$49,125.00	\$50,625.00	\$51,125.00
5	\$49,875.00	\$51,375.00	\$51,875.00
6	\$50,625.00	\$52,125.00	\$52,625.00
7	\$51,375.00	\$52,875.00	\$53,375.00
8	\$51,900.00	\$53,400.00	\$53,900.00
9	\$52,300.00	\$53,800.00	\$54,300.00
10	\$52,700.00	\$54,200.00	\$54,700.00
11	\$53,200.00	\$54,700.00	\$55,200.00
12	\$53,700.00	\$55,200.00	\$55,700.00
13	\$54,200.00	\$55,700.00	\$56,200.00
14	\$54,700.00	\$56,200.00	\$56,700.00
15	\$55,200.00	\$56,700.00	\$57,200.00
16	\$55,700.00	\$57,200.00	\$57,700.00
17	\$56,200.00	\$57,700.00	\$58,200.00
18	\$56,700.00	\$58,200.00	\$58,700.00
19	\$57,200.00	\$58,700.00	\$59,200.00
20	\$57,700.00	\$59,200.00	\$59,700.00

Hiring Range Minimum  
Hiring Range Maximum

**\$46,500**  
**\$59,700**

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.

<b>Stipends for Multiple Grade Levels</b>		
<b>Department Heads</b>	High School	\$ 1,815.00
	Junior High School	\$ 1,331.00
	Intermediate	\$ 726.00
	Elementary	\$ 726.00
<b>UIL</b>	High School	\$ 1,815.00
	Junior High	\$ 1,210.00
	Intermediate	\$ 726.00
	Elementary	\$ 484.00
<b>High School</b>		
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
<b>Junior High</b>		
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
<b>Intermediate</b>		
Student Council		\$ 605.00
Math Club		\$ 847.00
Clubs		\$ 484.00
Theater Arts		\$ 605.00
Yearbook		\$ 605.00
<b>Elementary</b>		
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
<b>Baseball</b>			
Head Baseball Coach	HS	\$ 4,840.00	
Assistant Baseball Coach	HS	\$ 1,815.00	
<b>Basketball</b>			
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	
<b>Cross Country</b>			
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
<b>Football</b>			
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

<b>Golf</b>				
Head Coach	HS	\$	8,470.00	\$ 2,600.00
<b>Soccer</b>				
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
<b>Softball</b>				
Head Coach	HS	\$	4,840.00	\$ 2,600.00
Assistant Coach	HS	\$	1,815.00	\$ 1,800.00
<b>Swimming</b>				
Head Coach			Aquatics Director	
Assistant Coach	HS	\$	4,840.00	\$ 1,000.00
Assistant Coach	JH	\$	4,840.00	\$ 1,000.00
<b>Tennis</b>				
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
<b>Track</b>				
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	
<b>Trainers</b>				
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
<b>Volleyball</b>				
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	
<b>Other</b>				
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
<b>1</b>			<b>Daily</b>		<b>\$213.20</b>	<b>\$260.00</b>	<b>\$306.80</b>
	School Nutrition Coordinator	227	<b>195</b>	<b>Days</b>	41,574	50,700	59,826
	Social Worker	195	<b>227</b>	<b>Days</b>	48,396	59,020	69,644
	Substitute Services Admin	227					
<b>2</b>			<b>Daily</b>		<b>\$234.52</b>	<b>\$286.00</b>	<b>\$337.48</b>
	Network Resource Administrator	227	<b>227</b>	<b>Days</b>	53,236	64,922	76,608
<b>3</b>			<b>Daily</b>		<b>\$250.94</b>	<b>\$306.02</b>	<b>\$361.10</b>
	Counselor Early Childhood/Prim/Elem/Int	196	<b>196</b>	<b>Days</b>	49,184	59,980	70,776
	Diagnostician/Speech Pathologist	196					
	Occupational Therapist	196					
<b>4</b>			<b>Daily</b>		<b>\$268.50</b>	<b>\$327.44</b>	<b>\$386.38</b>
	Asst Director Maintenance	240	<b>196</b>	<b>Days</b>	52,626	64,178	75,730
	Asst Principal Early Childhood/Prim/Elem/Int	206	<b>201</b>	<b>Days</b>	53,969	65,815	77,662
	Counselor Head	206	<b>206</b>	<b>Days</b>	55,311	67,453	79,594
	Counselor JH	201	<b>227</b>	<b>Days</b>	60,950	74,329	87,708
	Counselor SpEd/Licensed Sp School Psychology	196	<b>240</b>	<b>Days</b>	64,440	78,586	92,731
	Curriculum Supervisor Primary/Elem/Int	206					
	Director Finance	227					
<b>5</b>			<b>Daily</b>		<b>\$279.24</b>	<b>\$340.54</b>	<b>\$401.84</b>
	Asst Principal JH	206	<b>201</b>	<b>Days</b>	56,127	68,449	80,770
	Counselor HS	201	<b>206</b>	<b>Days</b>	57,523	70,151	82,779
	Counselor Head HS	206					
<b>6</b>			<b>Daily</b>		<b>\$290.41</b>	<b>\$354.16</b>	<b>\$417.91</b>
	Asst Director Special Education/Asst. Principal HS	206	<b>206</b>	<b>Days</b>	59,824	72,957	86,089
	Curriculum Sup HS/Dean of Student Services	211	<b>211</b>	<b>Days</b>	61,277	74,728	88,179
	Commander NJROTC	227	<b>227</b>	<b>Days</b>	65,923	80,394	94,866
	Music Coordinator/Public Information Officer	227					
	Supervisor Aquatics/Curriculum Sup Math ext Yr	227					
<b>7</b>			<b>Daily</b>		<b>\$313.64</b>	<b>\$382.49</b>	<b>\$451.34</b>
	Asst Director Athletics	227	<b>194</b>	<b>Days</b>	60,846	74,203	87,560
	Director Food Services/Director Technology	227	<b>211</b>	<b>Days</b>	66,178	80,705	95,233
	Director Maintenance/Transportation	240	<b>227</b>	<b>Days</b>	71,196	86,825	102,454
	Director Safety & Security	194	<b>240</b>	<b>Days</b>	75,274	91,798	108,322
	Director SDCG	211					
	Principal Early Childhood/Primary/Elem/Int	211					
<b>8</b>			<b>Daily</b>		<b>\$338.73</b>	<b>\$413.09</b>	<b>\$487.45</b>
	Director Athletics/Director Human Resources	227	<b>227</b>	<b>Days</b>	76,892	93,771	110,651
	Principal JH	227					
<b>9</b>			<b>Daily</b>		<b>\$372.61</b>	<b>\$454.40</b>	<b>\$536.19</b>
	Dir Instruction/Dir Sp Ed/Dir Special programs	227	<b>227</b>	<b>Days</b>	84,582	103,149	121,715
	Principal HS	227					
<b>10</b>			<b>Daily</b>		<b>\$484.39</b>	<b>\$590.72</b>	<b>\$697.05</b>
	Asst Sup Business/Asst. Sup Curriculum & Instr	227	<b>227</b>	<b>Days</b>	109,957	134,093	158,230



## Flour Bluff Independent School District Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Days	Hourly	Days	Minimum	Midpoint	Maximum
<b>1</b>			<b>Hourly</b>		<b>\$10.79</b>	<b>\$13.00</b>	<b>\$15.21</b>
	Aide Classroom/Aide Title I	187	<b>187</b>	<b>Days</b>	16,142	19,448	22,754
	Aide PE/Aide Sp Ed Instructional	187					
<b>2</b>			<b>Hourly</b>		<b>\$11.30</b>	<b>\$13.78</b>	<b>\$16.26</b>
	Aide Campus/Aide ISSC/Aide Sp Ed Motor	187	<b>187</b>	<b>Days</b>	16,905	20,615	24,325
	Aide Read/Write/Aide SDGC	187	<b>195</b>	<b>Days</b>	17,628	21,497	25,366
	Aide Sp Ed Functional Living Primary	187	<b>196</b>	<b>Days</b>	17,718	21,607	25,496
	Campus Receptionist	195					
<b>3</b>			<b>Hourly</b>		<b>\$11.96</b>	<b>\$14.60</b>	<b>\$17.24</b>
	Aide Library/Registrar Intermediate	195	<b>187</b>	<b>Days</b>	17,892	21,842	25,791
	Aide SDGC Classroom/Clerical	187	<b>195</b>	<b>Days</b>	18,658	22,776	26,894
	Aide Sp Ed Functional Living	187	<b>196</b>	<b>Days</b>	18,753	22,893	27,032
	Aide Sp Ed SI Unit/Aide Vocational	187	<b>201</b>	<b>Days</b>	19,232	23,477	27,722
	Aide Special Needs w/Deaf Interpretation	187	<b>206</b>	<b>Days</b>	19,710	24,061	28,412
	Asst Registrar/Counselors Secretary	201					
	Clerk Admin HS	206					
	CLK Attendance ECC/Pri/Elem/Int/JH/HS	195					
	LOTIC Aide and Drill Instructor	196					
<b>4</b>			<b>Hourly</b>		<b>\$13.41</b>	<b>\$16.35</b>	<b>\$19.29</b>
	Aide NJROTC	227	<b>187</b>	<b>Days</b>	20,061	24,460	28,858
	Aide Print Shop/CLK HR&Rec/Receptionist	227	<b>196</b>	<b>Days</b>	21,027	25,637	30,247
	Aide R/R Certified/Security/Clk Sp Ed HS	187	<b>206</b>	<b>Days</b>	22,100	26,945	31,790
	Clerk Sp Ed Records	196	<b>227</b>	<b>Days</b>	24,353	29,692	35,031
	Registrar JH	206					
<b>5</b>			<b>Hourly</b>		<b>\$14.75</b>	<b>\$17.98</b>	<b>\$21.21</b>
	Admin Asst PEIMS/Technology	227	<b>211</b>	<b>Days</b>	24,898	30,350	35,802
	Campus Secretary ECC/Prim/Elem/Int/JH	211	<b>227</b>	<b>Days</b>	26,786	32,652	38,517
	Campus Secretary HS Prep/SDGC	211	<b>240</b>	<b>Days</b>	28,320	34,522	40,723
	Clerk Data/Curriculum	227					
	Secretary Performing Arts	211					
	Print Shop Specialist/Registrar High School	227					
	Secretary Maintenance	240					
	Secretary Sp Ed/Transportation	227					
<b>6</b>			<b>Hourly</b>		<b>\$17.40</b>	<b>\$21.22</b>	<b>\$25.04</b>
	Admin Asst Athletics	211	<b>187</b>	<b>Days</b>	26,030	31,745	37,460
	Campus Secretary Sp Ed/High School	227	<b>211</b>	<b>Days</b>	29,371	35,819	42,268
	Clk Acct/Clk Acct Payable/Clk Payroll	227	<b>227</b>	<b>Days</b>	31,598	38,536	45,473
	Deaf Interpreter/LVN/Campus Tech	187					
	Admin Asst Business/Admin Asst. C&I	227					
<b>7</b>			<b>Hourly</b>		<b>\$21.75</b>	<b>\$26.53</b>	<b>\$31.31</b>
	Admin Asst Superintendent	227	<b>187</b>	<b>Days</b>	32,538	39,689	46,840
	Designer Web Sp/HR Sp/PEIMS Coor	227	<b>227</b>	<b>Days</b>	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
<b>1</b>			<b>Hourly</b>	<b>\$8.50</b>	<b>\$10.00</b>	<b>\$11.50</b>
	Cafeteria/Bus Aides	173	<b>173</b> <b>Days</b>	11,764	13,840	15,916
<b>2</b>			<b>Hourly</b>	<b>\$9.35</b>	<b>\$11.40</b>	<b>\$13.45</b>
	Bus Aide	173	<b>173</b> <b>Days</b>	12,940	15,778	18,615
	Cafeteria Worker	179	<b>179</b> <b>Days</b>	13,389	16,325	19,260
	Custodian Day	260	<b>260</b> <b>Days</b>	19,448	23,712	27,976
	Custodian Night	260				
	Truck Driver	179				
<b>3</b>			<b>Hourly</b>	<b>\$10.94</b>	<b>\$13.34</b>	<b>\$15.74</b>
	Cafeteria Asst Sup/Asst.Warehouse	179	<b>179</b> <b>Days</b>	15,666	19,103	22,540
	Clerk Central Receiving	260	<b>260</b> <b>Days</b>	22,755	27,747	32,739
	Grounds Maintenance Worker	260				
<b>4</b>			<b>Hourly</b>	<b>\$12.35</b>	<b>\$15.07</b>	<b>\$17.79</b>
	Cafeteria Manager ES	179	<b>179</b> <b>Days</b>	17,685	21,580	25,475
	Custodial Lead	260	<b>260</b> <b>Days</b>	25,688	31,346	37,003
	General Maintenance Worker	260				
	Mechanic Helper	260				
	Preventative Maintenance	260				
<b>5</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.29</b>	<b>\$21.58</b>
	Cafeteria Manager HS	179	<b>179</b> <b>Days</b>	21,480	26,191	30,903
	HVAC Technician	260	<b>260</b> <b>Days</b>	31,200	38,043	44,886
	Pest Control Specialist	260				
	Supervisor Store Room	179				
<b>6</b>			<b>Hourly</b>	<b>\$17.24</b>	<b>\$21.03</b>	<b>\$24.82</b>
	Caf Training Sup/CK Supervisor	179	<b>179</b> <b>Days</b>	24,688	30,115	35,542
	Carpenter Skilled/Journeyman Plumber	260	<b>260</b> <b>Days</b>	35,859	43,742	51,626
	Clerk Shipping & Receiving Lead	260				
	Equipment Tech/HVAC Tech Licensed	260				
	Fleet Mechanic/Vehicle Mechanic	260				
<b>7</b>			<b>Hourly</b>	<b>\$19.62</b>	<b>\$23.93</b>	<b>\$28.24</b>
	Food Production Supervisor	227	<b>227</b> <b>Days</b>	35,630	43,457	51,284
	Head Skilled Carpenter	260	<b>260</b> <b>Days</b>	40,810	49,774	58,739
	HVAC Lead Maintenance Technician	260				
	Maintenance Electrician	260				
<b>8</b>			<b>Hourly</b>	<b>\$21.58</b>	<b>\$26.32</b>	<b>\$31.06</b>
	Custodial Sup/Pest Control Grounds Sup	260	<b>260</b> <b>Days</b>	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>B</b>			<b>Hourly</b>	<b>\$16.00</b>	<b>\$19.00</b>	<b>\$22.00</b>
	Bus Driver	173	<b>173</b> <b>Days</b>	22,144	26,296	30,448
	Bus Driver Lead	260	<b>260</b> <b>Days</b>	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
<b>Teachers</b>		
	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
<b>Other Summer Staff</b>		
	Summer School LVN	\$Current hourly rate
	Summer School Paraprofessionals	\$Current hourly rate
	Temporary Paraprofessionals	\$Minimum for pay category
<b>Substitute Teachers</b>		
	\$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.	