

FLOUR BLUFF INDEPENDENT SCHOOL DISTRICT



Compensation Plan

School Year

2021-2022

Revised 08/25/2021

Board Approved 08/26/2021

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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 Retention Stipends

Retention Stipends are fully grant funded by ESSER Funds. Stipend will be prorated for actual days worked.

\$1,000 Teacher Retention Stipend

\$500 paid in December 2021; \$500 paid in May 2022

\$750 All Other Staff

\$375 paid in December 2021; \$375 paid in May 2022

Flour Bluff Independent School District
Performance Pay: Teacher Incentive Allotment

For any funds received by Flour Bluff ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% of the funds will be paid to the designated teacher and 10% percent of the funds received will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable. Additionally, if a designated teacher moves into the district from another district, the teacher will receive TIA compensation from their previous district.

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	\$ 2,000
	Junior High School	\$ 1,500
	Intermediate	\$ 800
	Elementary	\$ 800
UIL	High School	\$ 1,500
	Junior High School	\$ 1,350
	Intermediate	\$ 800
	Elementary	\$ 550

Flour Bluff Independent School District Campus Level Stipends

High School		
National Honor Society		\$ 2,000
Dual Credit		\$ 2,000
Dual Credit Facilitator		\$ 700
Health Science Facilitator		\$ 700
Spanish National Honor Society		\$ 1,350
Coop Training Supervisor		\$ 2,700
Transition Coordinator		\$ 2,500
Decathlon		\$ 4,000
Clubs		\$ 700
Visual Arts Coordinator		\$ 700
FCCLA (Communication Leaders)		\$ 550
Mock Trial		\$ 550
Class Sponsors		\$ 300
Cheerleader		\$ 6,050
Assistant Cheerleaders		\$ 4,250
Drill Team		\$ 3,500
Assistant Drill Team		\$ 2,500
Yearbook		\$ 2,700
Student Council		\$ 2,700
Life Skills Coordinator	Junior High/High School	\$ 3,650
CTE Coordinator		\$ 6,300

Flour Bluff Independent School District Campus Level Stipends

Junior High	
Student Council	\$ 1,000
National Junior Honor Society	\$ 700
Cheerleader	\$ 3,050
Assistant Cheerleader	\$ 2,000
Discipline	\$ 2,000
Yearbook	\$ 1,350
Math Counts	\$ 2,700

Intermediate	
Student Council	\$ 700
Math Club	\$ 950
Clubs	\$ 550
Theater Arts	\$ 700
Yearbook	\$ 700

Elementary	
Student Council	\$ 800
Jazzy Bees	\$ 800
Clubs	\$ 550

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	
Band and Choir Coordinator	\$ 2,500
Assistant Intermediate Coordinator	\$ 1,000
TMEA & UIL Prep HS/JH	\$ 1,000
Summer Band	\$ 1,500
Assistant Marching Band	\$ 1,500
Choir	\$ 1,500
JH Symphonic & Concert Band	\$ 1,500
Music Arranging	\$ 1,500
Color Guard	\$ 1,500
Honors Band	\$ 1,500
Woodwind Specialist	\$ 1,500
Marching Band Show Design	\$ 1,500
Jazz Band	\$ 650
Symphonic Band	\$ 750
Assistant Honors Band	\$ 750
Assistant JH Choir	\$ 750
UIL Poetry Prose	\$ 3,000
One Act Play	\$ 3,000

District Wide Stipends	
Head Nurse	\$ 2,500
Special Olympics	\$ 1,500
ROTC	\$ 9,350
National Board Certified Teachers	\$ 1,500
Curriculum/ Instruction PreK- Grade 4	\$ 8,000
Instructional Technology	\$ 500
Head Librarian	\$ 1,320

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.

Athletic Stipends			
Sport/Position	Level	Stipend	Time Prior
Baseball			
Head Baseball Coach	HS	\$ 6,000	
Assistant Baseball Coach	HS	\$ 2,500	
Basketball			
Head Coach- Boys	HS	\$ 6,000	
Assistant Coach- Boys	HS	\$ 2,500	\$ 1,800
Assistant Coach- Boys	HS	\$ 2,500	
Head Coach- Girls	HS		
1st Assistant Coach Girls	HS	\$ 4,000	
Assistant Coach- Girls	HS	\$ 2,500	\$ 1,800
Assistant Coach	JH	\$ 1,500	
Cross Country			
Head Coach	HS	\$ 6,000	\$ 2,600
Assistant Coach	HS	\$ 2,500	\$ 2,600
Assistant	JH	\$ 1,500	\$ 1,000
Football			
Assistant Head Coach	HS	\$ 11,000	\$ 4,600
Offensive Coordinator	HS	\$ 6,000	\$ 4,600
Defensive Coordinator	HS	\$ 6,000	\$ 4,600
Co-Special Teams Coordinator	HS	\$ 4,620	\$ 2,600
Varsity Assistant Coach	HS	\$ 3,960	\$ 2,600
Head Coach	JH	\$ 1,500	\$ 2,600
Assistant Coach	JH	\$ 1,500	\$ 1,800
Golf			
Head Coach	HS	\$ 9,000	\$ 2,600

Flour Bluff ISD Athletic Stipends

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Athletic Stipends			
Sport/Position	Level	Stipend	Time Prior
Soccer			
Head Coach- Boys	HS	\$ 6,000	\$ 1,000
Assistant Coach- Boys	HS	\$ 2,500	\$ 1,000
Head Coach- Girls	HS	\$ 6,000	\$ 1,000
Assistant Coach- Girls	HS	\$ 2,500	\$ 1,000
Softball			
Head Coach	HS	\$ 6,000	\$ 2,600
Assistant Coach	HS	\$ 2,500	\$ 1,800
Swimming			
Assistant Coach	HS	\$ 6,000	\$ 1,000
Assistant Coach	JH	\$ 6,000	\$ 1,000
Tennis			
Head Coach	HS	\$ 9,000	\$ 2,600
Assistant Coach	HS	\$ 6,000	\$ 2,600
Assistant Coach	JH	\$ 4,000	\$ 1,000
Track			
Head Coach- Boys	HS	\$ 6,000	
Head Coach- Girls	HS	\$ 6,000	
Assistant Coach	HS	\$ 2,500	
Assistant Coach	JH	\$ 1,500	

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.

Athletic Stipends			
Sport/Position	Level	Stipend	Time Prior
Trainers			
Head Trainer	HS	\$ 10,000	\$ 2,600
Trainer	HS	\$ 9,000	\$ 2,600
Trainer	JH	\$ 9,000	\$ 1,800
Volleyball			
Head Coach	HS	\$ 6,000	\$ 2,600
Assistant Coach	HS	\$ 2,500	\$ 2,600
Assistant Coach	JH	\$ 2,500	\$ 1,800
Assistant Coach	JH	\$ 1,500	
Other			
Jr High Boys Athletic Coordinator	JH	\$ 6,000	\$ 2,600
Jr High Girls Athletic Coordinator	JH	\$ 6,000	\$ 2,600
Scouting, Video & Stats	HS	\$ 908	
Weight Room	HS	\$ 6,000	
Equipment	HS	\$ 2,500	
Sports Information Lead Teacher	HS	\$ 4,000	
Team Builder	HS	\$ 2,500	
Academic Coordinator	HS	\$ 2,000	
Offseason Coordinator	HS	\$ 2,000	
Intramural Coordinator		\$ 4,840	
Football Inventory/ Operations		\$ 3,000	

Flour Bluff ISD Pay for Coaches Driving Events and Trips

Stipend of \$500

- For having a CDL and completing the 20 hour School Bus Safety Course
- Requirement to drive a minimum of 5 trips during the school year

Per Trip Payment

- In Town - \$50 per trip
- Out of Town - \$100 per trip/ day

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	
	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			Daily	\$250.94	\$306.02	\$361.10	
	Counselor Early Childhood/Prim/Elem/Int	196	196	Days	49,184	59,980	70,776
	Diagnostician/Speech Pathologist	196	206	Days	51,693	59,980	74,386
	Occupational Therapist	196	227	Days	56,750	69,466	81,969
	COVID-19 Coordinator	206					
	School Nutrition Coordinator	227					
4			Daily	\$268.50	\$327.44	\$386.36	
	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/ Mental Health Counselor	201	206	Days	57,523	70,151	82,779
6			Daily	\$290.41	\$354.16	\$417.91	
	Asst Dir Sp Ed/Asst. Principal HS/RTI Specialist HS	206	206	Days	59,824	72,957	86,089
	Curriculum Supervisor JH & HS	211	211	Days	61,277	74,728	88,179
	Commander NJROTC	227	227	Days	65,923	80,394	94,866
	Director of Bands/Exec Dir Comm & Com Relation	227					
	Supervisor Aquatics	227					
	District Testing Coordinator & ARD Administrator	227					
7			Daily	\$313.64	\$382.49	\$451.34	
	Asst Director Athletics	227	211	Days	66,178	80,705	95,233
	Director Food Services/Director Technology	227	227	Days	71,196	86,825	102,454
	Director SDCG	211					
	Principal Early Childhood/Primary/Elem/Int	211					
8			Daily	\$338.73	\$413.09	\$487.45	
	Director Athletics/ Ex Director Human Resources	227	211	Days	71,472	87,162	102,852
	Principal Junior High	227	227	Days	76,892	93,771	110,651
	Executive Director of Operations	240	240	Days	81,295	99,142	116,988
9			Daily	\$372.61	\$454.40	\$536.19	
	Executive Director of Curriculum and Instruction	227	227	Days	84,582	103,149	121,715
	Director of Curriculum and Instruction	227					
	Principal High School	227					
10			Daily	\$484.39	\$590.72	\$697.05	
	Associate Superintendent of Student Services	227	227	Days	109,957	134,093	158,230
11			Daily	\$513.45	\$626.16	\$738.87	
	Deputy Superintendent	227	227	Days	116,553	142,138	158,230
	Chief Financial, Business, & Human Capital Officer	227					

-----{ 2021-2022 COMPENSATION PLAN }-----

Flour Bluff Independent School District Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Days	Hourly	Minimum	Midpoint	Maximum
1			Hourly	\$10.79	\$13.00	\$15.21
	Aide Classroom/Aide Title I/Aide Read. Lab	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/Aide Com Lab	187	195 Days	17,628	21,497	25,366
	Aide Sp Ed Functional Living Primary	187	227 Days	20,521	25,024	29,528
	Campus Receptionist/ Sp Ed Receptionist	195				
	District Information Technologist	227				
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 Hd Cashier-Clk	187	195 Days	18,658	22,776	26,894
	Aide Sp Ed Functional Living/ COVID Tester	187	201 Days	19,232	23,477	27,722
	Aide Sp Ed SI Unit/Aide Vocational	187	206 Days	19,710	24,061	28,412
	Aide Special Needs w/Deaf Interpretation	187	240 Days	22,963	28,032	33,101
	Asst Registrar/Counselors Secretary	201				
	Clerk Admin HS	206				
	CLK Attendance ECC/Pri/Elem/Int/JH/HS	195				
	LOTIC Aide and Drill Instructor	211				
	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/HR & District Records Clk	227	196 Days	21,027	25,637	30,247
	Aide R/W Certified/Security/Clk Sp Ed HS	187	206 Days	22,100	26,945	31,790
	SHARS Clerk/ 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				
	Telecommunications Specialist	227				
	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				
	Personnel Services Coordinator	227				
7			Hourly	\$21.75	\$26.53	\$31.31
	Designer Web Sp/HR Sp/PEIMS Coor	227	187 Days	32,538	39,689	46,840
	District Tech/Truant Officer	187	206 Days	35,844	43,721	51,598
	Police Officer	206	227 Days	39,498	48,178	56,859

Flour Bluff Independent School District Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Days		Minimum	Midpoint	Maximum
81			Hourly	\$26.10	\$31.84	\$37.58
	Admin Asst Superintendent	227	227 Days	47,397	57,821	68,245

Flour Bluff Independent School District Auxiliary Pay Plan

Pay Grade	Job Title	Days		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 (Team Leader)	179	179 Days	15,666	19,103	22,540
	Asst. Warehouse Mgr					
	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, JH, HS	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 Tech	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				
	Warehouse Mgr (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
	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				
	HVAC Lead Maintenance Technician	260				
B			Hourly	\$16.00	\$19.00	\$22.00
	Bus Driver Lead	260	260 Days	33,280	39,520	45,760
	Bus Driver Sp Ed	260				
BD			Hourly	\$18.00	\$21.00	\$24.00
	Bus Driver PT	173	173 Days	12,456	14,532	16,608

-----{ 2021-2022 COMPENSATION PLAN }-----

**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	\$Min. for pay category
Athletic and Natatorium Staff		
	Summer Track	\$100 per day
	Summer Athletic Camps	\$50 per day
	Summer Weight Room/Strength and Conditioning/Sport Specific Workouts	\$15 per hour
	Natatorium Summer Swim Club (Returning Coaches)	\$2,000 stipend
	Natatorium Summer Swim Club (New Coaches)	\$1,800 stipend
	Swim Lessons (Lead Teacher)	\$25 per hour
	Swim Lessons (Teacher)	\$20 per hour
	Natatorium Supervisor	\$25 per hour
	Lifeguard	\$12 per hour
Substitute Teacher		
	\$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.	
	\$13.75 for nurse substitutes	