

# FLOUR BLUFF INDEPENDENT SCHOOL DISTRICT



## Compensation Plan

**School Year**  
**2021-2022**

Revised 08/25/2021

Board Approved 08/26/2021

Board Approved Amendments 03/30/2022

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

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## Introduction

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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 2021-2022 Teacher Hiring Scale

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Years of Experience	Bachelor’s Degree	Master’s Degree	Doctorate Degree
0	\$47,000.00	\$48,500.00	\$49,000.00
1	\$47,700.00	\$49,200.00	\$49,700.00
2	\$48,000.00	\$49,500.00	\$50,000.00
3	\$48,450.00	\$49,950.00	\$50,450.00
4	\$48,950.00	\$50,450.00	\$50,950.00
5	\$49,450.00	\$50,950.00	\$51,450.00
6	\$50,325.00	\$51,825.00	\$52,325.00
7	\$51,093.00	\$52,523.00	\$53,093.00
8	\$51,843.00	\$53,343.00	\$53,843.00
9	\$52,593.00	\$54,093.00	\$54,593.00
10	\$53,100.00	\$55,000.00	\$55,500.00
11	\$53,500.00	\$54,200.00	\$54,700.00
12	\$53,900.00	\$55,400.00	\$55,900.00
13	\$54,400.00	\$55,900.00	\$56,400.00
14	\$54,900.00	\$56,400.00	\$56,900.00
15	\$55,400.00	\$56,900.00	\$57,400.00
16	\$55,900.00	\$57,400.00	\$57,900.00
17	\$56,400.00	\$57,900.00	\$58,400.00
18	\$56,900.00	\$58,400.00	\$58,900.00
19	\$57,400.00	\$58,900.00	\$59,400.00
20	\$57,900.00	\$59,400.00	\$59,900.00
<b>Hiring Range Minimum</b>		<b>\$47,000</b>	
<b>Hiring Range Maximum</b>		<b>\$59,900</b>	

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 Retention Stipends**

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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**

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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

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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		
<b>Department Heads</b>	High School	\$ 2,000
	Junior High School	\$ 1,500
	Intermediate	\$ 800
	Elementary	\$ 800
<b>UIL</b>	High School	\$ 1,500
	Junior High School	\$ 1,350
	Intermediate	\$ 800
	Elementary	\$ 550

## Flour Bluff Independent School District Campus Level Stipends

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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

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<b>Junior High</b>	
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

<b>Intermediate</b>	
Student Council	\$ 700
Math Club	\$ 950
Clubs	\$ 550
Theater Arts	\$ 700
Yearbook	\$ 700

<b>Elementary</b>	
Student Council	\$ 800
Jazzy Bees	\$ 800
Clubs	\$ 550



## Flour Bluff Independent School District Level Stipends

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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
<b>Baseball</b>			
Head Baseball Coach	HS	\$ 6,000	
Assistant Baseball Coach	HS	\$ 2,500	
<b>Basketball</b>			
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	
<b>Cross Country</b>			
Head Coach	HS	\$ 6,000	\$ 2,600
Assistant Coach	HS	\$ 2,500	\$ 2,600
Assistant	JH	\$ 1,500	\$ 1,000
<b>Football</b>			
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
<b>Golf</b>			
Head Coach	HS	\$ 9,000	\$ 2,600

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

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Athletic Stipends			
Sport/Position	Level	Stipend	Time Prior
<b>Trainers</b>			
Head Trainer	HS	\$ 10,000	\$ 2,600
Trainer	HS	\$ 9,000	\$ 2,600
Trainer	JH	\$ 9,000	\$ 1,800
<b>Volleyball</b>			
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	
<b>Other</b>			
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

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### 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		
<b>1</b>			<b>Daily</b>	<b>\$213.20</b>	<b>\$260.00</b>	<b>\$306.80</b>	
	Social Worker	195	<b>227</b>	Days	48,396	59,020	69,644
<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>	Days	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>	Days	49,184	59,980	70,776
	Diagnostician/Speech Pathologist	196	<b>206</b>	Days	51,693	59,980	74,386
	Occupational Therapist	196	<b>227</b>	Days	56,750	69,466	81,969
	COVID-19 Coordinator	206					
	School Nutrition Coordinator	227					
<b>4</b>			<b>Daily</b>	<b>\$268.50</b>	<b>\$327.44</b>	<b>\$386.36</b>	
	Asst Principal Early Childhood/Prim/Elem/Int	206	<b>196</b>	Days	52,626	64,178	75,730
	Counselor Head	206	<b>201</b>	Days	53,969	65,815	77,662
	Counselor JH	201	<b>206</b>	Days	55,311	67,453	79,594
	Counselor SpEd/Licensed Sp School Psychology	196	<b>227</b>	Days	60,950	74,329	87,708
	Curriculum Supervisor Primary/Elem/Int	206	<b>240</b>	Days	64,440	78,586	92,731
	Director Finance	227					
<b>5</b>			<b>Daily</b>	<b>\$279.24</b>	<b>\$340.54</b>	<b>\$401.84</b>	
	Asst Principal JH/Counselor Head HS	206	<b>201</b>	Days	56,127	68,449	80,770
	Counselor HS/ Mental Health Counselor	201	<b>206</b>	Days	57,523	70,151	82,779
<b>6</b>			<b>Daily</b>	<b>\$290.41</b>	<b>\$354.16</b>	<b>\$417.91</b>	
	Asst Dir Sp Ed/Asst. Principal HS/RTI Specialist HS	206	<b>206</b>	Days	59,824	72,957	86,089
	Curriculum Supervisor JH & HS/ HS Band Director	211	<b>211</b>	Days	61,277	74,728	88,179
	Commander NJROTC	227	<b>227</b>	Days	65,923	80,394	94,866
	Exec Dir Comm & Com Relation	227					
	Supervisor Aquatics	227					
	District Testing Coordinator & ARD Administrator	227					
<b>7</b>			<b>Daily</b>	<b>\$313.64</b>	<b>\$382.49</b>	<b>\$451.34</b>	
	Asst Director Athletics	227	<b>211</b>	Days	66,178	80,705	95,233
	Director Food Services/Director Technology	227	<b>227</b>	Days	71,196	86,825	102,454
	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/ Ex Director Human Resources	227	<b>211</b>	Days	71,472	87,162	102,852
	Principal Junior High	227	<b>227</b>	Days	76,892	93,771	110,651
	Executive Director of Operations	240	<b>240</b>	Days	81,295	99,142	116,988
<b>9</b>			<b>Daily</b>	<b>\$372.61</b>	<b>\$454.40</b>	<b>\$536.19</b>	
	Executive Director of Curriculum and Instruction	227	<b>227</b>	Days	84,582	103,149	121,715
	Director of Curriculum and Instruction	227					
	Principal High School	227					
<b>10</b>			<b>Daily</b>	<b>\$484.39</b>	<b>\$590.72</b>	<b>\$697.05</b>	
	Associate Superintendent of Student Services	227	<b>227</b>	Days	109,957	134,093	158,230
<b>11</b>			<b>Daily</b>	<b>\$513.45</b>	<b>\$626.16</b>	<b>\$738.87</b>	
	Deputy Superintendent	227	<b>227</b>	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
<b>1</b>			<b>Hourly</b>	<b>\$10.79</b>	<b>\$13.00</b>	<b>\$15.21</b>
	Aide Classroom/Aide Title I/Aide Read. Lab	187	<b>187 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 Days</b>	16,905	20,615	24,325
	Aide Read/Write/Aide SDGC/Aide Com Lab	187	<b>195 Days</b>	17,628	21,497	25,366
	Aide Sp Ed Functional Living Primary	187	<b>227 Days</b>	20,521	25,024	29,528
	Campus Receptionist/ Sp Ed Receptionist	195				
	District Information Technologist	227				
<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 Days</b>	17,892	21,842	25,791
	Aide SDGC Class/Clerical/CK Hd Cashier-Clk	187	<b>195 Days</b>	18,658	22,776	26,894
	Aide Sp Ed Functional Living/ COVID Tester	187	<b>201 Days</b>	19,232	23,477	27,722
	Aide Sp Ed SI Unit/Aide Vocational	187	<b>206 Days</b>	19,710	24,061	28,412
	Aide Special Needs w/Deaf Interpretation	187	<b>240 Days</b>	22,963	28,032	33,101
	Asst Registrar/Counselors Secretary	201				
	Clerk Admin HS	206				
	CLK Attendance ECC/Pri/Elem/Int/JH/HS	195				
	LOTC Aide and Drill Instructor	211				
	Transportation Clerk	240				
<b>4</b>			<b>Hourly</b>	<b>\$13.41</b>	<b>\$16.35</b>	<b>\$19.29</b>
	Aide NJROTC	227	<b>187 Days</b>	20,061	24,460	28,858
	Aide Print Shop/HR & District Records Clk	227	<b>196 Days</b>	21,027	25,637	30,247
	Aide R/W Certified/Security/Clk Sp Ed HS	187	<b>206 Days</b>	22,100	26,945	31,790
	SHARS Clerk/ Clerk Sp Ed Records	196	<b>227 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 Days</b>	24,898	30,350	35,802
	Campus Secretary ECC/Prim/Elem/Int/JH	211	<b>227 Days</b>	26,786	32,652	38,517
	Campus Secretary HS Prep/SDGC	211	<b>240 Days</b>	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				
<b>6</b>			<b>Hourly</b>	<b>\$17.40</b>	<b>\$21.22</b>	<b>\$25.04</b>
	Admin Asst Athletics	211	<b>187 Days</b>	26,030	31,745	37,460
	Campus Secretary Sp Ed/High School	227	<b>211 Days</b>	29,371	35,819	42,268
	Clk Acct/Clk Acct Payable/Clk Payroll	227	<b>227 Days</b>	31,598	38,536	45,473
	Deaf Interpreter/LVN/Campus Tech	187				
	Admin Asst Business/Admin Asst. C&I	227				
	Personnel Services Coordinator	227				
<b>7</b>			<b>Hourly</b>	<b>\$21.75</b>	<b>\$26.53</b>	<b>\$31.31</b>
	Designer Web Sp/HR Sp/PEIMS Coor	227	<b>187 Days</b>	32,538	39,689	46,840
	District Tech/Truant Officer	187	<b>206 Days</b>	35,844	43,721	51,598
	Police Officer	206	<b>227 Days</b>	39,498	48,178	56,859

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

Pay Grade	Job Title	Days		Minimum	Midpoint	Maximum
<b>8</b>			<b>Hourly</b>	<b>\$26.10</b>	<b>\$31.84</b>	<b>\$37.58</b>
	Admin Asst Superintendent	227	<b>227 Days</b>	47,397	57,821	68,245



## Flour Bluff Independent School District Auxiliary Pay Plan

Pay Grade	Job Title	Days		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> Days	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> Days	12,940	15,778	18,615
	Cafeteria Worker	179	<b>179</b> Days	13,389	16,325	19,260
	Custodian Day	260	<b>260</b> Days	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 (Team Leader)	179	<b>179</b> Days	15,666	19,103	22,540
	Asst. Warehouse Mgr					
	Clerk Central Receiving	260	<b>260</b> Days	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, JH, HS	179	<b>179</b> Days	17,685	21,580	25,475
	Custodial Lead	260	<b>260</b> Days	25,688	31,346	37,003
	General Maintenance Worker	260				
	Mechanic Helper	260				
	Preventative Maintenance Tech	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> Days	21,480	26,191	30,903
	HVAC Technician/Equipment Technician	260	<b>260</b> Days	31,200	38,043	44,886
	Pest Control Specialist	260				
	Warehouse Mgr (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> Days	24,688	30,115	35,542
	Carpenter Skilled/Journeyman Plumber	260	<b>260</b> Days	35,859	43,742	51,626
	Clerk Shipping & Receiving Lead	260				
	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> Days	35,630	43,457	51,284
	Head Skilled Carpenter	260	<b>260</b> Days	40,810	49,774	58,739
	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> 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>B</b>			<b>Hourly</b>	<b>\$16.00</b>	<b>\$19.00</b>	<b>\$22.00</b>
	Bus Driver Lead	260	<b>260</b> Days	33,280	39,520	45,760
	Bus Driver Sp Ed	260				
<b>BD</b>			<b>Hourly</b>	<b>\$18.00</b>	<b>\$21.00</b>	<b>\$24.00</b>
	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
<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	\$Min. for pay category
<b>Athletic and Natatorium Staff</b>		
	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
<b>Substitute Teacher</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.	
	\$13.75 for nurse substitutes	

**Flour Bluff Independent School District  
Summer School/ Summer Fun Camps Employment Pay**

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<b>Summer School 2022</b>	
*Rates listed include ESSER III Funding	
Position	Rate of Pay Per Hour
Principal	\$45.00
Counselor	\$40.00
Registered Nurse	\$40.00
Teacher	\$35.00
Secretary	\$20.00
Clerk	\$18.00
Special Education Lead Teacher	\$38.00
Special Education Instructional Aide	\$18.00
Police Officer	\$30.00
Security Aide	\$20.00
Bus Drivers	\$20.00
Cafeteria Manager	\$20.00
Cafeteria Workers	\$15.00
<b>Summer Fun Camps 2022</b>	
Position	Rate of Pay Per Hour
Teacher	\$45.00