

FLOUR BLUFF INDEPENDENT SCHOOL DISTRICT



Compensation Plan

School Year

2022-2023

Board Approved: August 22, 2022

Revised: _____

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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
2022-2023
Hiring Scale for Teachers, Librarians, and Nurses (RN)**

Years of Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	\$50,000	\$51,500	\$52,000
1	\$50,400	\$51,900	\$52,400
2	\$50,800	\$52,300	\$52,800
3	\$51,200	\$52,700	\$53,200
4	\$51,600	\$53,100	\$53,600
5	\$52,000	\$53,500	\$54,000
6	\$52,400	\$53,900	\$54,400
7	\$52,800	\$54,300	\$54,800
8	\$53,293	\$54,793	\$55,293
9	\$54,043	\$55,543	\$56,043
10	\$54,793	\$56,293	\$56,796
11	\$55,300	\$56,800	\$57,300
12	\$55,700	\$57,200	\$57,700
13	\$56,100	\$57,600	\$58,100
14	\$56,600	\$58,100	\$58,600
15	\$57,100	\$58,600	\$59,100
16	\$57,600	\$59,100	\$59,600
17	\$58,100	\$59,600	\$60,100
18	\$58,800	\$60,300	\$60,800
19	\$59,600	\$61,100	\$61,600
20	\$60,400	\$61,900	\$62,400
Hiring Range Minimum		\$50,000	
Hiring Range Maximum		\$62,400	

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
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.

Revised

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 2022
- \$500 paid in May 2023

\$750 All Other Staff

- \$375 paid in December 2022
- \$375 paid in May 2023

**Flour Bluff Independent School District
District Wide 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.

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 Independent School District
Multiple Grade 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
	Primary	\$ 800
UIL	High School	\$ 1,500
	Junior High School	\$ 1,350
	Intermediate	\$ 800
	Elementary	\$ 550
	Primary	\$ 550

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.

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

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.

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	\$ 800
Math Club	\$ 950
Clubs	\$ 550
Theater Arts	\$ 700
Yearbook	\$ 700

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

Primary	
Student Council	\$ 800

UIL Reimbursement for Additional UIL Meets	
UIL Meets attended beyond the Initial Four Meets *UIL Verification Form must be submitted	\$ 75.00 per day/per meet

Flour Bluff Independent School District Performing Arts 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	
Director of Fine Arts	\$3,500 Stipend \$2,000 Time-Prior
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

Flour Bluff Independent School District 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	\$ 3,600
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 Independent School District 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
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			
Tennis Coordinator/ Head Tennis Coach	HS	\$ 10,295	
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	
Other			
Pool Maintenance	Natatorium	\$ 4,000	

Flour Bluff Independent School District 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	INT	\$ 4,840	
Football Inventory/ Operations	HS	\$ 3,000	

**Flour Bluff Independent School District
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	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$227.96	\$278.00	\$328.04
	Speech Pathologist Asst	196	196 Days	44,680	54,488	64,296
2			Daily	\$246.20	\$300.24	\$354.28
	Network Resource Administrator	227	195 Days	48,009	58,547	69,085
	Purchasing Agent	227	206 Days	50,717	61,849	72,982
	Special Education ARD Facilitator	206	227 Days	55,887	68,154	80,422
	Social Worker	195				
3			Daily	\$274.54	\$334.77	\$395.00
	Asst Principal - Early Childhood Center	206	187 Days	51,339	62,602	73,865
	Asst Principal - Primary	206	196 Days	53,810	65,615	77,420
	Asst Principal - Elementary	206	201 Days	55,183	67,289	79,395
	Asst Principal - Intermediate	227	206 Days	56,555	68,963	81,370
	Counselor - Early Childhood Center	196	227 Days	62,321	75,993	89,665
	Counselor - Primary	196				
	Counselor - Elementary	196				
	Counselor - Intermediate	196				
	Counselor - Junior High	201				
	Counselor - Special Education	196				
	COVID-19 Coordinator	206				
	CTE Coordinator - High School	196				
	Diagnostician	196				
	Director - Finance	227				
	Curriculum Supervisor - Early Childhood Center	206				
	Curriculum Supervisor - Primary	206				
	Curriculum Supervisor - Elementary	206				
	Curriculum Supervisor- Intermediate	206				
	Licensed Specialist in School Psychology	206				
	School Nutrition Coordinator	227				
	Speech Pathologist	196				
	Occupational Therapist	196				
4			Daily	\$288.27	\$351.51	\$414.75
	Asst Principal - Junior High	206	196 Days	56,501	68,896	81,291
	Counselor - High School	201	201 Days	57,942	70,654	83,365
	Counselor - Head High School	201	206 Days	59,384	72,411	85,439
	Counselor - Mental Health	227	227 Days	65,437	79,793	94,148
	Lead Diagnostician	206				
	Intervention Specialist - Junior High	206				
	Dyslexia Coordinator	206				

-----{ 2022-2023 COMPENSATION PLAN }-----

Flour Bluff Independent School District Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
5			Daily	\$302.65	\$369.09	\$435.53
	Aquatics Supervisor/Head Swim & Dive Coach	227	187 Days	56,596	69,020	81,444
	Asst Director - Special Education	206	201 Days	60,833	74,187	87,542
	Asst Principal - High School	206	206 Days	62,346	76,033	89,719
	Band Director - High School	211	211 Days	63,859	77,878	91,897
	Curriculum Supervisor - High School	211	227 Days	68,702	83,783	98,865
	Dean of Instruction - Junior High	211				
	Executive Director - Communication & Community Relations	227				
	Naval JROTC Commander	227				
	Intervention Specialist - High School	206				
	District Testing Coordinator	227				
6			Daily	\$329.89	\$402.31	\$474.73
	Asst Director - Athletics	227	211 Days	69,607	84,887	100,168
	Chief of Police	227	227 Days	74,885	91,324	107,764
	Dean of Instruction - High School	227				
	Director - Child Nutrition	227				
	Director - Student Discipline & Guidance Center	211				
	Director of Bands	211				
	Principal - Early Childhood Center	211				
	Principal - Elementary	211				
	Principal - Intermediate	211				
7			Daily	\$356.28	\$434.49	\$512.70
	Director - Athletics	227	227 Days	80,876	98,629	116,383
	Executive Director - Human Resources	227	240 Days	85,507	104,278	123,048
	Executive Director - Operations	240				
	Principal - Junior High	227				
	Director - Technology	227				
8			Daily	\$374.09	\$456.21	\$538.33
	Director - Special Education	227	227 Days	84,918	103,560	122,201
	Executive Director - Curriculum & Instruction	227				
	Principal - High School	227				
9			Daily	\$486.32	\$593.07	\$699.82
	Assoc. Superintendent - Fed. & State Programs	227	227 Days	110,395	134,627	158,859
	Assoc. Superintendent - Student Services	227				
10			Daily	\$515.49	\$628.65	\$741.81
	Chief Financial , Business, & Operations Officer	227	227 Days	117,016	142,704	168,391

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$12.00	\$14.28	\$16.56
	Classroom Aide	187	187 Days	17,952	21,363	24,774
	Kindergarten Aide	187				
	Pre-Kindergarten Aide	187				
	P.E. Aide	187				
	Special Education Aide - Instructional	187				
	Special Education Aide - Pre-K/ K	187				
	Title I - Reading Lab Aide	187				
2			Hourly	\$12.50	\$15.24	\$17.98
	Campus Aide	187	187 Days	18,700	22,799	26,898
	Classroom Aide - SDGC	187	195 Days	19,500	23,774	28,049
	Computer Lab Aide	187	227 Days	22,700	27,676	32,652
	Sports Information Technologist	227				
	ISS Aide	187				
	Receptionist - Campus	195				
	Receptionist - Special Education	195				
	Receptionist/Kinder Aide - ECC	187				
	Special Educational Aide - ECC Functional Academic	187				
	Special Education Aide - Primary Functional Academic	187				
	Read/Right Aide	187				

Flour Bluff Independent School District Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
3			Hourly	\$13.50	\$16.46	\$19.42
	Aide Library	195	187 Days	20,196	24,624	29,052
	Aide Career & Technology (CTE)	187	195 Days	21,060	25,678	30,295
	Asst Registrar - High School	201	201 Days	21,708	26,468	31,227
	Classroom/ Clerical Aide - SDGC	187	206 Days	22,248	27,126	32,004
	Clerk - District Receptionist/ Human Resources	227	211 Days	22,788	27,784	32,781
	Clerk - High School Administrative	206	227 Days	24,516	29,891	35,267
	Clerk - ECC Attendance	195	240 Days	25,920	31,603	37,286
	Clerk - Primary Attendance	195				
	Clerk - Elementary Attendance	195				
	Clerk - Intermediate Attendance	195				
	Clerk - Junior High Attendance	195				
	Clerk - High School Attendance	195				
	Clerk - Transportation	240				
	Clerk - Central Kitchen Head Cashier	211				
	Counselor's Secretary - High School	201				
	COVID-19 Tester	187				
	LOTG Aide/Drill Instructor	211				
	Registrar - Intermediate School	195				
	Special Education Aide - Elementary Functional Academic	187				
	Special Education Aide - Intermediate Functional Academic	187				
	Special Education Aide - Junior High Functional Academic	187				
	Special Education Aide - High School Functional Academic	187				
	Special Education Aide - Social Intervention	187				
	Special Education Aide - Special Needs/ Deaf Interpretation	187				
4			Hourly	\$14.50	\$17.68	\$20.86
	Aide - Print Shop	227	187 Days	21,692	26,449	31,207
	Clerk - Special Education ARD	196	196 Days	22,736	27,722	32,708
	Clerk - Special Education Records	196	206 Days	23,896	29,137	34,377
	Clerk - Special Education SHARS	196	227 Days	26,332	32,107	37,882
	Clerk - Special Education High School Records	187				
	NJROTC Aide	227				
	Aide - Read/Right Certified	187				
	Registrar - Junior High	206				

Flour Bluff Independent School District Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5			Hourly	\$15.50	\$18.89	\$22.28
	Clerk - Data/Curriculum	227	201 Days	24,924	30,375	35,826
	Clerk - Central Kitchen	211	211 Days	26,164	31,886	37,609
	Admin. Assistant - PEIMS/Technology	227	227 Days	28,148	34,304	40,460
	Print Shop Specialist	227	240 Days	29,760	36,269	42,778
	Registrar - High School	227				
	Secretary - Campus Early Childhood Center	211				
	Secretary - Campus Primary	211				
	Secretary - Campus Elementary	211				
	Secretary - Campus Intermediate	211				
	Secretary - Counselor's Secretary High School	201				
	Secretary - Student Guidance & Development (SDGC)	211				
	Secretary - Performing Arts	211				
	Secretary - Special Education	227				
	Secretary - Maintenance	240				
	Secretary - Transportation	227				
6			Hourly	\$19.00	\$23.17	\$27.34
	Admin. Assistant - Athletics	227	187 Days	28,424	34,662	40,901
	Admin. Assistant - Business Office	227	196 Days	29,795	36,331	42,870
	Admin. Assistant - Curriculum and Instruction	227	211 Days	32,072	39,111	46,150
	Admin. Assistant - Associate Superintendent	227	227 Days	34,504	42,077	49,649
	Campus Technologist	196				
	Clerk - Accounting	227				
	Clerk - Accounts Payable	227				
	Clerk - Payroll	227				
	Licensed Vocational Nurse	187				
	Personnel Services Coordinator	227				
	Human Resource Services Specialist/ District Records Coordinator	227				
	Secretary - Campus High School	227				

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7			Hourly	\$23.50	\$28.66	\$33.82
	Specialist - Applications	260	227 Days	42,676	52,047	61,417
	Specialist - Telecommunications	260	260 Days	48,880	59,613	70,346
	District Technologist	260				
	Graphic Designer/Web Specialist	227				
	Human Resource Specialist	227				
	Network Server Technician	260				
	PEIMS Coordinator	227				
	Specialist - Technologist	260				
	Specialist - Communication	260				
8			Hourly	\$26.50	\$32.33	\$38.16
	Admin. Assistant - Superintendent	227	227 Days	48,124	58,711	69,299

Flour Bluff Independent School District

Auxiliary Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$11.00	\$13.10	\$15.20
	Bus Aide	179	179 Days	15,752	18,759	21,766
	Cafeteria Worker	179	180 Days	15,840	18,864	21,888
	Cafeteria/Bus Aides	179	260 Days	22,880	27,248	31,616
	Custodian - Day	260				
	Custodian - Night	260				
	Truck Driver	179				
2			Hourly	\$12.00	\$14.28	\$16.56
	Asst. Warehouse Mgr. - Central Kitchen	179	179 Days	17,184	20,448	23,714
	Cafeteria Asst Supervisor/Team Leader	179	187 Days	17,952	21,363	24,774
	Clerk - Central Receiving	260	260 Days	24,960	29,702	34,445
	Grounds Maintenance Worker	260				
	Head Cashier - Central Kitchen	187				
3			Hourly	\$13.00	\$15.48	\$17.96
	Cafeteria Manager - ECC	179	179 Days	18,616	22,167	25,719
	Cafeteria Manager - Intermediate	179	260 Days	27,040	32,198	37,357
	Cafeteria Manager - Junior High	179				
	Lead Custodian	260				
	Preventative Maintenance Technician	260				
4			Hourly	\$15.25	\$18.60	\$21.95
	Cafeteria Manager - Primary/Elementary	179	179 Days	21,838	26,635	31,432
	Cafeteria Manager - High School	179	187 Days	22,814	27,826	32,837
	Equipment Technician	260	227 Days	27,694	33,778	39,861
	General Maintenance	260	260 Days	31,720	38,688	45,656
	HVAC Technician	260				
	Mechanic Helper	260				
	Pest Control Specialist	260				
	Security Guard	187				
5			Hourly	\$18.50	\$22.57	\$26.64
	Carpenter Skilled/Locksmith	260	260 Days	38,480	46,946	55,411
	Lead Shipping/Receiving Clerk	260				
	Mechanic - Fleet/Vehicle	260				
	Journeyman Plumber	260				

Flour Bluff Independent School District **Auxiliary Pay Plan**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7			Hourly	\$21.75	\$26.53	\$31.31
	Custodian Supervisor	260	179 Days	31,146	37,991	44,836
	Fleet Mechanic Supervisor	260	187 Days	32,538	39,689	46,840
	Food Production Supervisor	227	206 Days	35,844	43,721	51,599
	General Maintenance Supervisor	260	227 Days	39,498	48,178	56,859
	Lead HVAC Technician	260	260 Days	45,240	55,182	65,125
	Master Electrician	260				
	Pest Control/Grounds Supervisor	260				
	Police Officer	206				
	Transportation Supervisor	260				
	Truant Officer	187				
	Warehouse Manager/Store Room Super.	179				
BD			Hourly	\$18.00	\$21.43	\$24.86
	Bus Driver - PT	179	179 Days	12,888	15,344	17,800
	Bus Driver - Spec. Educ/ Bus Maintenance	260	260 Days	37,440	44,574	51,709
BD2			Hourly	\$18.50	\$22.56	\$26.62
	Lead Bus Driver/Trainer	260	260 Days	38,480	46,925	55,370

**Flour Bluff Independent School District
Fully Grant Funded Positions**

Grant	School Year(s)	Position	Days	Pay
ARP Homeless II Federal Grant	2022-2023	Homeless Case Manager (Part-Time)	196	\$36.00/ hourly
Texas Dyslexia Grant Award Program	2022-2024	Dyslexia Coordinator/Instructional Coach	206	AD-4
Texas Dyslexia Grant Award	2022-2023	Dyslexia & Related Services Teacher – Junior High	187	Teacher Pay Scale

**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

**Flour Bluff Independent School District
Substitute Pay**

Substitute	Pay	Long-Term Assignment Pay
Non-Degreed	\$85 daily/ \$10.63 hourly	\$95 daily/ \$11.88 hourly For substitute teachers who teach in a continuous assignment for a period of time exceeding 15 consecutive days
Degreed	\$95 daily/ \$11.88 hourly	\$110 daily/ \$13.75 hourly For substitute teachers who teach in a continuous assignment for a period of time exceeding 15 consecutive days
Degreed Certified	\$110 daily/ \$13.75 hourly	\$155 daily/ \$19.38 hourly For Long-Term Texas certified substitute for a period of time exceeding 15 days
Nurse Substitutes	\$115 daily/ \$14.38 hourly	N/A