

# **FLOUR BLUFF INDEPENDENT SCHOOL DISTRICT**



## **Compensation Plan**

**School Year**

**2023-2024**

**Board Approved: August 31, 2023**

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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.

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**  
**2023-2024**  
**Hiring Scale for Teachers, Librarians, and Nurses (RN)**

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Years of Experience	New Hire Salary	Master's Degree	Doctorate Degree
0	\$51,300	\$52,800	\$53,300
1	\$51,700	53,200	53,700
2	\$52,100	53,600	54,100
3	\$52,500	54,000	54,500
4	\$52,900	54,400	54,900
5	\$53,300	54,800	55,300
6	\$53,700	55,200	55,700
7	\$54,100	55,600	56,100
8	\$54,500	56,000	56,500
9	\$54,993	56,493	56,993
10	\$55,743	57,243	57,743
11	\$56,493	57,993	58,493
12	\$57,000	58,500	59,000
13	\$57,400	58,900	59,400
14	\$57,800	59,300	59,800
15	\$58,300	59,800	60,300
16	\$58,800	60,300	60,800
17	\$59,300	60,800	61,300
18	\$59,800	61,300	61,800
19	\$60,500	62,000	62,500
20	\$61,300	62,800	63,300
Hiring Range Minimum		\$51,300	
Hiring Range Maximum		\$63,300	

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.

**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 Administrative/ Professional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$237.80	\$290.00	\$342.20
	Speech Pathology Asst	196	196 Days	46,609	56,840	67,071
2			Daily	\$258.01	\$314.65	\$371.29
	Purchasing Agent	227	195 Days	50,312	61,357	72,402
	Social Worker	195	227 Days	58,568	71,426	84,283
3			Daily	\$281.27	\$342.97	\$404.67
	ARD Facilitator	206	187 Days	52,597	64,135	75,673
	Asst Principal - ECC, PRI, ELEM, INT	206	196 Days	55,129	67,222	79,315
	Coordinator - School Nutrition	227	201 Days	56,535	68,937	81,339
	Counselor - ECC, PRI, ELEM, INT	196	206 Days	57,942	70,652	83,362
	Counselor - JH	201	227 Days	63,848	77,854	91,860
	Counselor - Special Ed	196				
	Curriculum Supervisor - ECC, PRI, ELEM, INT	206				
	Diagnostician	196				
	Director - Finance	227				
	Licensed Specialist in School Psychology	196				
	Occupational Therapist	196				
	Speech Pathologist	196				
4			Daily	\$295.33	\$360.12	\$424.91
	Asst Principal - JH	206	196 Days	57,885	70,584	83,282
	Coordinator - CTE HS	196	201 Days	59,361	72,384	85,407
	Coordinator - Dyslexia/Instructional Coach	206	206 Days	60,838	74,185	87,531
	Counselor - HS, HS Head	201				
	Diagnostician - Lead	206				
	Counselor - HS Mental Health Counselor (LPC)	201				
	Police Lieutenant	206				
	Intervention Specialist - JH	206				
	Speech Pathologist - Lead	206				

# Flour Bluff Independent School District

## Administrative/ Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
5			Daily	\$315.97	\$385.33	\$454.69
	Admin - HS Academics & Assessment	211	206 Days	65,090	79,378	93,666
	Asst Director - Special Ed	206	211 Days	66,670	81,305	95,940
	Asst Principal - HS	206	227 Days	71,725	87,470	103,215
	Band Director - HS	211				
	Dean of Instruction - JH	211				
	Exec Director - Communication & Community/Relations	227				
	NJROTC Commander	227				
	Intervention Specialist - HS	206				
	Supervisor - Aquatics/Head Swim & Dive Coach	227				
	Instructional Technology Specialist	206				
6			Daily	\$341.25	\$416.16	\$491.07
	Asst Director - Athletics	227	211 Days	72,004	87,810	103,616
	Chief of Police	227	227 Days	77,464	94,468	111,473
	Coordinator - Assessment & Accountability	227				
	Dean of Instruction - HS	227				
	Director - Child Nutrition	227				
	Director - SDGC & Hornet Academy	211				
	Director - Performing and Visual Arts	211				
	Principal - ECC, PRI, ELEM, INT	211				
	District Coordinator of Assessment and Account	227				
7			Daily	\$385.61	\$470.26	\$554.91
	Director - Athletics	227	227 Days	87,533	106,749	125,965
	Director - Technology Operations	227	240 Days	92,546	112,862	133,178
	Exec Director - Human Resources	227				
	Exec Director - Operations	240				
	Principal - JH	227				

# **Flour Bluff Independent School District** **Administrative/ Professional Pay Plan**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
8			Daily	\$424.18	\$517.29	\$610.40
	Director - Special Ed	227	227 Days	96,289	117,425	138,561
	Principal - HS	227				
9			Daily	\$493.75	\$594.88	\$696.01
	Assoc Superintendent - State & Federal Programs	227	227 Days	112,081	135,038	157,994
	Assoc Superintendent - Student Services	227				
	Assoc Superintendent - Curriculum & Instruction	227				
10			Daily	\$529.68	\$630.57	\$731.46
	Chief Financial/Business/Operations Officer	227	227 Days	120,237	143,139	166,041



# Flour Bluff Independent School District Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$14.00	\$17.07	\$20.14
	Aide - Classroom, PreK, Kinder, PE	187	187 Days	20,944	25,537	30,129
	Aide - SPED Instructional	187				
	Aide - SPED Instructional for PreK, Kinder	187				
	Aide - Title I, Reading Lab Aide	187				
2			Hourly	\$14.85	\$18.11	\$21.37
	Aide - Campus	187	187 Days	22,216	27,093	31,970
	Aide - Computer Lab	187	195 Days	23,166	28,252	33,337
	Aide - ISSC	187	196 Days	23,285	28,396	33,508
	Aide - Reading Lab, Math Lab	187	227 Days	26,968	32,888	38,808
	Aide - SDGC	187				
	Aide - SPED Functional Academics ECC, PRI	187				
	Receptionist - Campus ECC, PRI, ELEM, INT	187				
	Receptionist - Special Education	196				
	Aide - Counselor PRI/ELEM	196				
	Sports Info Technologist	227				
	Receptionist - JH, HS	195				
3			Hourly	\$15.75	\$19.20	\$22.65
	Aide - Library	195	187 Days	23,562	28,723	33,884
	Aide - LOTC/Drill Instructor	211	195 Days	24,570	29,952	35,334
	Aide - SPED Functional Academics -ELEM, INT, JH, HS	187	196 Days	24,696	30,106	35,562
	Aide - SPED Social Intervention	187	201 Days	25,326	30,874	36,421
	Aide/Clerk - SDGC	187	206 Days	25,956	31,642	37,327
	Asst Registrar - HS	201	211 Days	26,586	32,410	38,233
	Clerk - Central Kitchen/Head Cashier	187	227 Days	28,602	34,867	41,132
	Clerk - HS Admin	206	240 Days	30,240	36,864	43,488
	Clerk - Transportation	240				
	Clerk Attendance - ECC, PRI, ELEM, JH, HS	195				
	Clerk - Registrar/ Attendance - INT	195				
	Clerk, Student Services - HS	196				
	Clerk - District Receptionist/ Human Resource	227				

# Flour Bluff Independent School District

## Clerical/ Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
4			Hourly	\$16.75	\$20.43	\$24.11
	Aide - NJROTC	227	196 Days	26,264	32,034	37,804
	Aide - Print Shop	227	206 Days	27,604	33,669	39,733
	Clerk - SPED, Campus	196	227 Days	30,418	37,101	43,784
	Clerk -SPED, Records, PEIMS	196				
	Clerk - SPED, SHARS	196				
	Clerk - SPED, ARD	196				
	Aide - Truancy and Security	187				
	Aide - Security	187				
	Registrar - JH	206				
	Aide- Content Mastery	187				
5			Hourly	\$18.25	\$22.24	\$26.23
	Clerk - PEIMS/Technology Assistant	227	201 Days	29,346	35,762	42,178
	Registrar - HS	227	211 Days	30,806	37,541	44,276
	Secretary - Child Nutrition	211	227 Days	33,142	40,388	47,634
	Secretary – Counselor - HS	196	240 Days	35,040	42,701	50,362
	Secretary - District SPED	227				
	Secretary - ECC, ELEM, PRI, JH	211				
	Secretary - Maintenance	240				
	Secretary - Performing Arts	211				
	Secretary - Student Discipline	211				
	Secretary - Transportation	227				
	Secretary/Technology Assistant	227				
	Specialist - Print Shop	227				
6			Hourly	\$21.00	\$25.61	\$30.22
	Admin Assistant – Associate Superintendent	227	187 Days	31,416	38,313	45,209
	Admin Assistant - Athletics	227	196 Days	32,928	40,156	47,385
	Admin Assistant - Business Office/ Accounting Clerk	227	227 Days	38,136	46,508	54,880
	Admin Assistant - Curriculum & Instruction	227				
	Campus Technologist	196				
	Clerk - Accounting/Travel/ Student Activity Accounts	227				
	Clerk - Accounts Payable & Fixed Assets	227				
	Clerk - Payroll	227				
	Coordinator - Personnel Services	227				
	Nurse - LVN	187				
	Secretary - HS	227				
	Specialist - HR Services Spec/District Records Coord	227				

-----{ 2023-2024 COMPENSATION PLAN }-----

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7			Hourly	\$23.80	\$28.68	\$33.56
	Coordinator - PEIMS	227	227 Days	43,221	52,083	60,945
	Level I Network Administrator	260	260 Days	49,504	59,654	69,805
	Specialist - Applications	260				
	Specialist - Communication	260				
	Specialist – Technical Support	260				
	Specialist - Human Resource	227				
	Specialist – Technology Applications	260				
	Specialist - Telecommunication	227				
	Specialist - Web/Graphic Designer	227				
8			Hourly	\$28.43	\$33.84	\$39.25
	Admin Assistant - Superintendent	227	227 Days	51,629	61,453	71,278
	IT Services Coordinator	260	260 Days	59,134	70,387	81,640

# Flour Bluff Independent School District

## Auxiliary Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$12.75	\$15.55	\$18.35
	Bus Aide	179	175 Days	17,850	21,770	25,690
	Cafeteria Worker	179	179 Days	18,258	22,268	26,277
	Crossing Guard	175	260 Days	26,520	32,344	38,168
	Custodian - Day	260				
	Custodian - Night	260				
	Truck Driver - Central Kitchen	179				
2			Hourly	\$13.75	\$16.77	\$19.79
	Asst Manager - Central Kitchen WH	179	179 Days	19,690	24,015	28,339
	Asst Manager - Cafeteria	179	260 Days	28,600	34,882	41,163
	Clerk - Central Receiving	260				
	Maintenance Worker - Grounds	260				
3			Hourly	\$14.75	\$17.99	\$21.23
	Cafeteria Manager - ECC, INT, JH	179	179 Days	21,122	25,762	30,401
	Preventive Maintenance Technician	260	260 Days	30,680	37,419	44,158
	Custodian - Lead	260				
4			Hourly	\$15.75	\$19.21	\$22.67
	Cafeteria Manager - PRI/ELEM, HS	179	179 Days	22,554	27,509	32,463
	Equipment Technician	260	187 Days	23,562	28,738	33,914
	General Maintenance Worker	260	260 Days	32,760	39,957	47,154
	HVAC Technician	260				
	Mechanic - Helper	260				
	Specialist - Pest Control	260				
5			Hourly	\$19.21	\$23.44	\$27.67
	Carpenter - Skilled/Locksmith	260	179 Days	27,509	33,566	39,623
	Clerk - Shipping/Receiving Lead	260	260 Days	39,957	48,755	57,554
	Manager, Central Kitchen Warehouse	179				
	Mechanic - Fleet/Vehicle	260				
	Plumber - Journeyman	260				
	Supervisor - Cafeteria Training	179				

# Flour Bluff Independent School District

## Auxiliary Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
6			Hourly	\$20.63	\$24.85	\$29.07
	Carpenter - Skilled/Head	260	179 Days	29,542	35,585	41,628
	Electrician - Maintenance	260	260 Days	42,910	51,688	60,466
	HVAC Technician - Licensed	260				
	Supervisor - Central Kitchen	179				
7			Hourly	\$22.76	\$27.09	\$31.42
	Electrician - Master	260	187 Days	34,049	40,527	47,004
	HVAC Technician - Lead	260	206 Days	37,508	44,644	51,780
	Police Officer	206	227 Days	41,332	49,195	57,059
	Supervisor - Custodian	260	260 Days	47,341	56,347	65,354
	Supervisor - Fleet Mechanic	260				
	Supervisor - Food Production	227				
	Supervisor - General Maintenance	260				
	Supervisor - Pest Control/Grounds	260				
	Supervisor - Transportation	260				
BD			Hourly	\$18.25	\$21.80	\$25.35
	Bus Driver	179	179 Days	26,134	31,218	36,301
	Bus Driver - Special Education/Bus Maint	260	260 Days	37,960	45,344	52,728
BD2			Hourly	\$18.85	\$22.99	\$27.13
	Bus Driver/Trainer - Lead	260	260 Days	39,208	47,819	56,430

**Flour Bluff Independent School District  
District-Wide 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 the 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
School Safety	\$ 3,500

**Flour Bluff Independent School District**  
**Multiple Grade 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		
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

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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.

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
Challenge Bowl		\$ 1,500
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
Student Services Coordinator		\$ 1,880



**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.

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

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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
Theatre Tech	\$ 1,500

## 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
<b>Baseball</b>			
Head Baseball Coach	HS	\$ 7,200	\$ 2,600
Assistant Baseball Coach	HS	\$ 3,700	\$ 1,600
<b>Basketball</b>			
Head Coach- Boys	HS	\$ 7,200	\$ 2,600
Assistant Coach- Boys	HS	\$ 3,700	\$ 2,600
Head Coach- Girls	HS		
1st Assistant Coach Girls	HS	\$ 4,500	\$ 2,600
Assistant Coach- Girls	HS	\$ 3,700	\$ 3,600
Assistant Coach	JH	\$ 2,000	
<b>Cross Country</b>			
Head Coach	HS	\$ 7,200	\$ 2,600
Assistant Coach	HS	\$ 3,700	\$ 2,600
Head Cross Country	JH	\$ 2,000	\$ 1,000
Asst. Cross Country	JH	\$ 2,000	\$ 1,000
<b>Football</b>			
Assistant Head Coach	HS	\$ 11,000	\$ 4,600
Offensive Coordinator	HS	\$ 7,200	\$ 4,600
Defensive Coordinator	HS	\$ 7,200	\$ 4,600
Co-Special Teams Coordinator	HS	\$ 6,000	\$ 2,600
Varsity Assistant Coach	HS	\$ 5,000	\$ 2,600
Head Coach	JH	\$ 2,000	\$ 2,600
Assistant Coach	JH	\$ 2,000	\$ 1,800
<b>Golf</b>			
Head Coach	HS	\$ 10,200	\$ 2,600
Assistant Coach	HS	\$ 7,200	\$ 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
<b>Soccer</b>			
Head Coach- Boys	HS	\$ 7,200	\$ 1,000
Assistant Coach- Boys	HS	\$ 3,700	\$ 1,800
Head Coach- Girls	HS	\$ 7,200	\$ 1,000
Assistant Coach- Girls	HS	\$ 3,700	\$ 1,000
<b>Softball</b>			
Head Coach	HS	\$ 7,200	\$ 2,600
Assistant Coach	HS	\$ 3,700	\$ 1,000
<b>Swimming</b>			
Assistant Coach	HS	\$ 7,200	\$ 1,000
Assistant Coach	JH	\$ 7,200	\$ 2,600
<b>Tennis</b>			
Tennis Coordinator/ Head Tennis Coach	HS	\$ 10,295	\$ 8,574
Assistant Coach	HS	\$ 7,200	\$ 2,600
Head Tennis	JH	\$ 4,000	\$ 1,000
<b>Track</b>			
Head Coach- Boys	HS	\$ 7,200	
Head Coach- Girls	HS	\$ 7,200	
Assistant Coach	HS	\$ 3,700	
Head Track	JH	\$ 2,000	
Asst. Track	JH	\$ 1,000	

## 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
<b>Trainers</b>			
Head Trainer	HS	\$ 11,000	\$ 3,600
Trainer	HS	\$ 10,000	\$ 3,600
Trainer	JH	\$ 10,000	\$ 3,600
<b>Volleyball</b>			
Head Coach	HS	\$ 7,200	\$ 2,600
Assistant Coach	HS	\$ 3,700	\$ 2,600
Assistant Coach	JH	\$ 2,500	\$ 1,800
Assistant Coach	JH	\$ 2,000	
<b>Other</b>			
Jr High Boys Athletic Coordinator	JH	\$ 7,200	\$ 2,600
Jr High Girls Athletic Coordinator	JH	\$ 7,200	\$ 2,600
Scouting, Video & Stats	HS	\$ 908	
Weight Room	HS	\$ 7,200	
Asst. Weight Room	HS	\$ 3,700	
Equipment	HS	\$ 2,500	
Sports Information Lead Teacher	HS	\$ 7,200	
Team Builder	HS	\$ 2,500	
Academic Coordinator	HS	\$ 2,000	
Offseason Coordinator	HS	\$ 2,000	
6 <sup>th</sup> Grade Athletics Intramural Coordinator	INT	\$ 7,200	\$ 3,600
Football Inventory/ Operations	HS	\$ 3,000	
Pool Maintenance	NAT	\$ 4,000	

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

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Grant	School Year(s)	Position	Days	Pay
ARP Homeless II Federal Grant	2022-2024	Homeless Case Manager (Part-Time)	196	\$36.00/ hourly
Texas Dyslexia Grant Award Program	2022-2024	Dyslexia Coordinator/Instructional Coach	206	AD-4
Dependent on annual grants received, including the Texas State Dyslexia Grant, Texas Parks & Wildlife, grants for the Oceans Programs, and all other grants.	2023-TBD	Additional duty pay for grant administrative assistance	227	\$3,500 paid out on an hourly basis

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

Item remains a few minutes later, no previous meeting is remaining over

Position	Assignment	Rate of Pay Per Hour
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### 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

### Athletic and Natatorium Staff

Summer Track	\$100 per day
Summer Athletic Camps	\$100 per day for coaches \$50 per day for students
Summer Weight Room/Strength and Conditioning/Sport-Specific Workouts	\$20 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
Community Tennis/Pickleball Associate	\$11 per hour



**Flour Bluff Independent School District  
Substitute Pay**

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I am running a few minutes late; my previous meeting is running over

Substitute	Pay Rate
Non-Degreed	\$12.00 hourly / \$14.00 hourly Long-Term
Degreed	\$14.00 hourly / \$16.00 hourly Long-Term
Texas Certified Teacher	\$16.00 hourly / \$20.00 hourly Long-Term
Long-Term	Long-Term pay becomes effective on the 16 <sup>th</sup> day of a continued substitute assignment
Nurse	\$20.00 hourly