

FLOUR BLUFF INDEPENDENT SCHOOL DISTRICT



Compensation Plan School Year 2024-2025

**Board Approved: August 29, 2024
Amended: February 27, 2025
Amended: May 22, 2025**

-----{ 2024-2025 COMPENSATION PLAN }-----

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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.

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
2024-2025
Hiring Scale for Teachers, Librarians, and Nurses (RN)**

Years of Experience	New Hire Salary	Master's Degree	Doctorate Degree
0	\$52,000	\$53,500	\$54,000
1	\$52,450	\$53,950	\$54,450
2	\$52,850	\$54,350	\$54,850
3	\$53,250	\$54,750	\$55,250
4	\$53,650	\$55,150	\$55,650
5	\$54,050	\$55,550	\$56,050
6	\$54,450	\$55,950	\$56,450
7	\$54,850	\$56,350	\$56,850
8	\$55,250	\$56,750	\$57,250
9	\$55,650	\$57,150	\$57,650
10	\$56,143	\$57,643	\$58,143
11	\$56,893	\$58,393	\$58,893
12	\$57,643	\$59,143	\$59,643
13	\$58,150	\$59,650	\$60,150
14	\$58,550	\$60,050	\$60,550
15	\$58,950	\$60,450	\$60,950
16	\$59,450	\$60,950	\$61,450
17	\$59,950	\$61,450	\$61,950
18	\$60,450	\$61,950	\$62,450
19	\$60,950	\$62,450	\$62,950
20	\$61,650	\$63,150	\$63,650
Hiring Range Minimum		\$52,000	
Hiring Range Maximum		\$63,650	

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

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	\$241.90	\$295.00	\$348.10
	Speech Pathology Asst	196	196 Days	47,412	57,820	68,228
2			Daily	\$266.09	\$324.50	\$382.91
	Purchasing Agent	227	195 Days	51,888	63,278	74,667
	Social Worker	195	227 Days	60,402	73,662	86,921
3			Daily	\$295.43	\$360.24	\$425.05
	ARD Facilitator	206	196 Days	57,904	70,607	83,310
	Asst Principal - ECC, PRI, ELEM, INT	206	201 Days	59,381	72,408	85,435
	Coordinator - School Nutrition	227	206 Days	60,859	74,209	87,560
	Counselor - ECC, PRI, ELEM, INT	196	227 Days	67,063	81,774	96,486
	Counselor - JH	201				
	Counselor - Special Ed	196				
	Curriculum Supervisor - ECC, PRI, ELEM, INT	206				
	Diagnostician	196				
	Licensed Specialist in School Psychology	196				
	Occupational Therapist	196				
	Speech Pathologist	196				
4			Daily	\$310.20	\$378.25	\$446.30
	Asst Principal - JH	206	196 Days	60,799	74,137	87,475
	Assistant Principal – JH Student Services	206	201 Days	62,350	76,028	89,706
	Coordinator - CTE HS	196	206 Days	63,901	77,920	91,938
	Coordinator - Dyslexia/Instructional Coach	206				
	Counselor - HS	201				
	Counselor – HS College and Career	201				
	Counselor - HS Lead	206				
	Counselor – HS Mental Health (LPC)	201				
	Diagnostician - Lead	206				
	Police Lieutenant	206				

Flour Bluff Independent School District

Administrative/ Professional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
5			Daily	\$322.67	\$397.16	\$468.68
	Administrator - HS Academics & Assessment	211	206 Days	67,088	81,815	96,542
	Asst Director – Human Resources	227	211 Days	68,716	83,801	98,885
	Asst Director –Operations	240	227 Days	73,927	90,155	106,384
	Asst Director - Special Ed	227	240 Days	78,161	95,318	112,476
	Asst Principal - HS	206				
	Band Director - HS	211				
	Dean of Instruction - JH	211				
	Director - Finance	227				
	Communications & Community Engagement Coordinator	227				
	NJROTC Commander	227				
	Intervention Specialist - HS	206				
	Specialist – Instructional Technology	206				
	Supervisor – Aquatics/Head Swim & Dive Coach	227				
6		227	Daily	\$345.21	\$420.99	\$496.77
	Asst Director - Athletics	227	211 Days	72,839	88,829	104,818
	Chief of Police	227	227 Days	78,363	95,565	112,767
	Dean of Instruction - HS	227				
	Director – Communications & Community Engagement	227				
	Director – State & Federal Programs	227				
	Director - Child Nutrition	227				
	Director - SDGC & Hornet Academy	211				
	Director – Performing & Visual Arts	211				
	Principal – ECC, PRI, ELEM, INT	211				
7			Daily	\$390.09	\$475.72	\$561.35
	Director - Athletics	227	227 Days	85,550	107,988	127,426
	Director – CTE, Assessment, & Accountability	227	240 Days	93,622	114,173	134,724
	Director – Technology Operations	227				
	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	\$425.19	\$518.53	\$611.87
	Director - Special Ed	227	227 Days	95,518	117,425	138,894
	Principal - HS	227				
9			Daily	\$494.94	\$596.31	\$697.68
	Assoc Superintendent – Student Services	227	227 Days	112,081	135,038	157,994
	Assoc Superintendent – Curriculum & Instruction	227				
10			Daily	\$530.96	\$632.09	\$733.22
	Chief Financial/Business/Operations Officer	227	227 Days	120,237	143,139	166,041
11			Daily	\$583.63	\$688.98	\$792.33
	Deputy Superintendent	227	227 Days	132,938	156,398	179,859

Flour Bluff Independent School District Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$14.15	\$17.25	\$20.35
	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	\$15.00	\$18.29	\$21.58
	Aide - Campus	187	187 Days	22,440	27,362	32,284
	Aide - Computer Lab	187	195 Days	23,400	28,532	33,665
	Aide - Counselor PRI/ELEM	196	196 Days	23,520	28,679	33,837
	Aide - ISSC	187	227 Days	27,240	32,215	39,189
	Aide – Oceans Program INT	187				
	Aide - Reading Lab, Math Lab	187				
	Aide - SDGC	187				
	Aide - SPED Functional Academics ECC, PRI	187				
	Receptionist - Campus ECC, PRI, ELEM, INT	187				
	Receptionist - Special Education	196				
	Sports Info Technologist	227				
	Receptionist - JH, HS	195				
3			Hourly	\$16.00	\$19.50	\$23.00
	Aide – Content Mastery -ELEM, INT	187	187 Days	23,936	29,172	34,408
	Aide - CTE	187	195 Days	24,960	30,420	35,880
	Aide - Library	195	201 Days	25,728	31,356	36,984
	Aide - LOTC/Drill Instructor	211	206 Days	26,368	32,136	37,904
	Aide - SPED Functional Academics -ELEM, INT, JH, HS	187	211 Days	27,008	32,916	38,824
	Aide - SPED Social Intervention	187	240 Days	30,720	37,440	44,160
	Aide/Clerk - SDGC	187				
	Asst Registrar - HS	201				
	Clerk Attendance - ECC, PRI, ELEM, JH, HS	195				
	Clerk – Attendance/Registrar - INT	195				
	Clerk – Central Kitchen Clerk 1	206				
	Clerk – Central Kitchen Clerk 2	187				
	Clerk - Central Kitchen/Head Cashier	187				
	Clerk - HS Admin	206				
	Clerk - Transportation	240				

-----{ 2024-2025 COMPENSATION PLAN }-----

Flour Bluff Independent School District

Clerical/ Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
4			Hourly	\$17.00	\$20.43	\$24.46
	Aide- Content Mastery – JH, HS	187	187 Days	25,432	31,012	36,592
	Aide - NJROTC	227	196 Days	26,656	32,505	38,353
	Aide - Truancy and Security	187	206 Days	28,016	34,163	40,310
	Aide - Security	187	227 Days	30,872	37,646	44,419
	Aide – Security/Crossing Guard	187				
	Clerk – SPED ARD	196				
	Clerk - SPED, Campus	196				
	Clerk -SPED Records/PEIMS	196				
	Clerk – SPED SHARS	196				
	Registrar - JH	206				
	Specialist – Communications & Engagement	227				
5			Hourly	\$18.50	\$22.55	\$26.60
	Clerk – HS Student Services	227	187 Days	26,676	33,735	39,794
	Registrar - HS	227	211 Days	31,228	38,064	44,901
	Secretary - Athletics	227	227 Days	33,596	40,951	48,306
	Secretary - Child Nutrition	211	240 Days	35,520	43,296	51,072
	Secretary – HS Counselor	211				
	Secretary – Special Education	227				
	Secretary - ECC, PRI, ELEM, INT, JH	211				
	Secretary - Maintenance	240				
	Secretary - Performing Arts	211				
	Secretary - Student Discipline	211				
	Secretary - Transportation	227				
	Secretary/Technology Assistant	227				
	Senior Security Personnel	187				
	Specialist - Print Shop	227				
6			Hourly	\$21.12	\$25.75	\$30.39
	Admin Assistant – Associate Superintendent	227	187 Days	31,596	38,522	45,463
	Admin Assistant – Athletics	211	197 Days	33,285	40,582	47,895
	Admin Assistant - Business Office/ Accounting Clerk	227	211 Days	35,651	43,466	51,298
	Admin Assistant - Curriculum & Instruction	227	227 Days	38,354	46,762	55,188
	Admin Assistant – Police, Security, & Safety	227				
	Campus Technologist	197	Secretary – High School			227
	Clerk - Accounting/Travel/ Student Activity Accounts	227	Specialist – HR Services/ District			
	Clerk - Accounts Payable	227	Records Coordinator			227
	Clerk - Payroll	227				
	Coordinator - Personnel Services	227				
	Nurse - LVN	187				

-----{ 2024-2025 COMPENSATION PLAN }-----

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7			Hourly	\$24.15	\$29.10	\$34.05
	Coordinator - PEIMS	227	227 Days	43,856	52,846	61,835
	Level I Network Administrator	260	260 Days	50,232	60,528	60,528
	Specialist - Human Resource	227				
	Specialist - Communication	260				
	Specialist – Technical Support	260				
	Specialist – Technology Applications	260				
	Specialist - Telecommunication	227				
	Specialist - Web/Graphic Designer	227				
8			Hourly	\$28.85	\$34.34	\$39.83
	Admin Assistant - Superintendent	227	227 Days	52,392	62,361	72,331
	IT Services Coordinator	260	260 Days	59,945	71,427	82,846

Flour Bluff Independent School District

Auxiliary Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Hourly	\$12.90	\$15.73	\$18.56
	Bus Aide	179	175 Days	18,060	20,022	25,984
	Cafeteria Worker	179	179 Days	18,473	22,525	26,578
	Crossing Guard	175	260 Days	26,832	32,718	38,605
	Custodian - Day	260				
	Custodian - Night	260				
	Truck Driver/ Storeroom Helper - CK	179				
2			Hourly	\$13.91	\$16.96	\$20.01
	Asst Manager - CK Warehouse	179	179 Days	19,919	24,287	28,654
	Asst Manager - Cafeteria	179	260 Days	28,932	35,276	41,620
	Clerk - Central Receiving	260				
	Maintenance Worker - Grounds	260				
	Team Leader – Central Kitchen	179				
3			Hourly	\$14.91	\$18.19	\$21.47
	Custodian - Lead	179	179 Days	21,351	26,048	30,745
	Manager – Cafeteria ECC, INT, JH	179	260 Days	31,112	37,835	44,657
	Technician – HVAC Preventative Maint	260				
4			Hourly	\$15.92	\$19.42	\$22.92
	Manager - Cafeteria PRI/ELEM, HS	179	179 Days	22,797	27,809	32,821
	Maintenance Worker - General	260	260 Days	33,113	40,393	47,673
	Mechanic - Helper	260				
	Technician - Equipment	260				
	Technician - HVAC	260				
	Specialist - Pest Control	260				
5			Hourly	\$20.05	\$24.47	\$28.89
	Carpenter - Skilled/Locksmith	260	179 Days	28,712	35,041	41,370
	Clerk - Shipping/Receiving Lead	260	260 Days	41,704	50,897	60,091
	Manager - Central Kitchen Warehouse	179				
	Mechanic - Fleet/Vehicle	260				
	Supervisor - Cafeteria Training	179				

Flour Bluff Independent School District

Auxiliary Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
6			Hourly	\$21.54	\$25.94	\$30.34
	Carpenter - Skilled/Head	260	179 Days	30,845	37,146	43,447
	Electrician - Maintenance	260	260 Days	44,803	53,955	63,107
	Mechanic – Lead	260				
	Technician - HVAC Licensed	260				
	Supervisor - Central Kitchen	179				
7			Hourly	\$23.11	\$27.50	\$31.89
	Electrician - Master	260	206 Days	38,085	45,320	52,555
	Police Officer	206	227 Days	41,968	49,940	57,912
	Plumber – Journeyman	260	240 Days	44,371	52,800	61,228
	Supervisor - Custodian	260	260 Days	48,068	57,200	66,331
	Supervisor - Fleet	240				
	Supervisor - Food Production	227				
	Supervisor - General Maintenance	227				
	Supervisor - Pest Control/Grounds	260				
	Supervisor - Transportation	260				
	Technician – HVAC Lead	260				
BD			Hourly	\$21.60	\$24.00	\$26.40
	Bus Driver	179	179 Days	30,931	34,368	37,805
	Bus Driver/Bus Maintenance	260	260 Days	44,928	49,920	54,912
	Bus Driver/General Maintenance	179				
BD2			Hourly	\$22.40	\$25.20	\$29.74
	Transportation Coordinator	260	260 Days	43,138	52,618	62,097

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 the percentage of the assignment(s) completed.

District-Wide Stipends	
Head Nurse	\$ 2,500
Special Olympics	\$ 1,500
NJROTC	\$ 9,350
*National Board-Certified Teachers	\$ 1,500
Curriculum/ Instruction PreK- Grade 4	\$ 8,000
Head Librarian	\$ 1,320
Social Media and Instructional Technology	\$ 650
School Safety	\$ 3,500
ESL Certified Teacher (serving identified students)	\$ 1,500
Teacher Resident Cooperating Teacher	\$ 1,000 (per semester)
New Teacher Mentor (up to two mentees)	\$ 1,000 (per mentee)
Oceans/Wetlands Specialist	\$ 7,200
Special Education Functional Academic Teacher	\$ 3,000
Special Education Orientation & Mobility Teacher	\$ 3,500
Special Education Lead Speech Lang. Path.	\$ 3,000
Secondary Math Certified Teacher (Gr. 7-12 at least 4 sections of math)	\$ 2,500
Secondary PEIMS Accountability Coordinator	\$ 5,000
PEIMS Support	\$ 3,500

*2024-2025 will be the last year for the National Board Certified Teacher stipend due to teachers receiving this stipend being eligible for Teacher Incentive Allotment Funds.

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
	ECC	\$ 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
Decathlon		\$ 4,000
Clubs		\$ 700
Challenge Bowl		\$ 1,500
FCCLA (Communication Leaders)		\$ 550
Mock Trial		\$ 550
Class Sponsors		\$ 300
Cheerleader		\$ 6,050
Assistant Cheerleaders		\$ 4,250
Drill Team		\$ 4,000
Assistant Drill Team		\$ 2,500
Yearbook		\$ 2,700
Student Council		\$ 2,700
Math Honor Society		\$ 1,350
Interact Club		\$ 1,350
International Thespian Society		\$ 1,350

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
Science Club	\$ 950
Clubs	\$ 550
Theater Arts	\$ 700
Yearbook	\$ 700

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

Primary	
Student Council	\$ 800
Clubs	\$ 550

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	
High School Band Director	\$ 8,500
High School Assistant Band Director	\$ 7,500
High School Color Guard/Twirlers	\$ 2,000
Junior High Band Director	\$ 7,000
Junior High Asst. Band Director w/ HS Duties	\$ 6,250
Intermediate Band w/ HS Duties	\$ 6,250
High School Choir	\$ 8,250
Junior High Choir	\$ 4,000
Intermediate Choir	\$ 800
High School Theatre Arts/UIIL One-Act Play	\$ 5,000
High School Theatre Tech/JH & HS UIL OAP Asst.	\$ 2,000
Junior High Theatre Arts/UIIL One-Act Play	\$ 2,000

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
Baseball		
Head Baseball Coach	HS	\$ 7,200
Assistant Baseball Coach	HS	\$ 3,700
Basketball		
Head Coach- Boys	HS	\$ 7,200
Assistant Coach- Boys	HS	\$ 3,700
Head Coach- Girls	HS	
1st Assistant Coach Girls	HS	\$ 4,700
Assistant Coach- Girls	HS	\$ 3,700
Assistant Coach	JH	\$ 2,000
Cross Country		
Head Coach	HS	\$ 7,200
Assistant Coach	HS	\$ 3,700
Head Cross Country	JH	\$ 2,000
Asst. Cross Country	JH	\$ 2,000
Football		
Assistant Head Coach	HS	\$ 11,000
Offensive Coordinator	HS	\$ 7,200
Defensive Coordinator	HS	\$ 7,200
Co-Special Teams Coordinator	HS	\$ 6,000
Varsity Assistant Coach	HS	\$ 5,000
Head Coach	JH	\$ 2,000
Assistant Coach	JH	\$ 2,000
Golf		
Head Coach	HS	\$ 10,200
Assistant Coach	HS	\$ 7,200

**Flour Bluff Independent School District
Athletic Stipends**

Athletic Stipends		
Sport/Position	Level	Stipend
Soccer		
Head Coach- Boys	HS	\$ 7,200
Assistant Coach- Boys	HS	\$ 3,700
Head Coach- Girls	HS	\$ 7,200
Assistant Coach- Girls	HS	\$ 3,700
Softball		
Head Coach	HS	\$ 7,200
Assistant Coach	HS	\$ 3,700
Swimming		
Assistant Coach	HS	\$ 7,200
Assistant Coach	JH	\$ 7,200
Tennis		
Head Tennis Coach	HS	\$ 10,200
Assistant Coach	HS	\$ 7,200
Assistant Coach	JH	\$ 4,000
Track		
Head Coach- Boys	HS	\$ 7,200
Head Coach- Girls	HS	\$ 7,200
Assistant Coach	HS	\$ 3,700
Assistant Track	JH	\$ 2,000
Trainers		
Head Trainer	HS	\$ 11,000
Trainer	HS	\$ 10,000
Trainer	JH	\$ 10,000

**Flour Bluff Independent School District
Athletic Stipends**

Athletic Stipends		
Sport/Position	Level	Stipend
Volleyball		
Head Coach	HS	\$ 7,200
Assistant Coach	HS	\$ 3,700
Assistant Coach	JH	\$ 2,000
6th Grade Athletics Intramural Coordinator	INT	\$ 7,200
Other		
Jr High Boys Athletic Coordinator	JH	\$ 7,200
Jr High Girls Athletic Coordinator	JH	\$ 7,200
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
Academic Coordinator	HS	\$ 2,000
Offseason Coordinator	HS	\$ 2,000
Football Inventory/ Operations	HS	\$ 3,000
Pool Maintenance	NAT	\$ 4,000
Tennis Coordinator/Community Pickle Ball	HS	\$ 6,216
*Extra Time	HS/JH	\$ 1,000
*Extra Time	HS/JH	\$ 1,600
*Extra Time	HS/JH	\$ 1,800
*Extra Time	HS/JH	\$ 2,600
*Extra Time	HS/JH	\$ 3,400
*Extra Time	HS/JH	\$ 3,600
*Extra Time	HS/JH	\$ 4,600

*Extra Time = Pay for days associated with coaching duties outside of contract days.

**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
Fully Grant Funded Positions**

Grant	School Year(s)	Position	Days	Pay
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**

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
SWARM Summer Swim Team May 15 th – July 15 th :	
Head Coach Team Administrator	\$3,000 stipend
Returning Coaches	\$2,500 stipend
New Coaches	\$1,800 stipend
SWARM Year-Round Swim Team August 15 th – April 15 th :	
Head Team Administrator	\$30 per hour
Assistant Coaches	\$25 per hour
Head Lessons Instructor	\$30 per hour
Assistant Lessons Instructor	\$20 per hour
Lifeguard	\$12 per hour
Community Tennis/Pickleball Associate	\$11 per hour

Seasonal Maintenance Help

Current Employees	\$min pay for position
Student Maintenance Help (Summer)	\$10 per hour

Resident Teachers as Instructional Support (Partnership with Texas A&M Corpus Christi)

Resident Teacher Internship – Full School Year	\$10,000 paid internship
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**Flour Bluff Independent School District
Substitute Pay**

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 th day of a continued substitute assignment
Nurse	\$20.00 hourly

**Flour Bluff Independent School District
Summer School Pay**

Summer School 2025	
Position	Hourly Rate
Teacher	\$35.00
Educational Aide	\$18.00
Counselor	\$40.00
Registered Nurse	\$35.00
Licensed Vocational Nurse	\$25.00
Special Education Lead Teacher	\$38.00
Speech Language Pathologist/ Speech Language Pathologist Assistant	\$35.00
Special Education Instructional Aide	\$18.00
Secretary	\$20.00
Clerk	\$18.00
Police Officer	\$30.00
Security Aide	\$20.00
Crossing Guard	\$15.00
Cafeteria Manager	\$20.00
Cafeteria Workers	\$15.00
Bus Drivers	Regular hourly rate

Principal (Stipend) \$6,325.00