

# FLOUR BLUFF INDEPENDENT SCHOOL DISTRICT



## Compensation Plan

School Year

2025-2026

Board Approved:  
August 28, 2025

-----{ 2025-2026 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.

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**  
**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	
<b>1</b>			<b>Daily</b>	<b>\$246.00</b>	<b>\$300.00</b>	<b>\$354.00</b>
	Speech Pathology Asst	196	<b>196 Days</b>	48,216	58,800	69,384
	NJROTC Drill Coordinator	211	<b>211 Days</b>	51,906	63,300	74,694
<b>2</b>			<b>Daily</b>	<b>\$269.37</b>	<b>\$328.50</b>	<b>\$387.63</b>
	Purchasing Agent	227	<b>195 Days</b>	52,527	64,058	75,588
	Social Worker	195	<b>227 Days</b>	61,147	74,570	87,992
<b>3</b>			<b>Daily</b>	<b>\$299.07</b>	<b>\$364.67</b>	<b>\$430.27</b>
	ARD Facilitator	206	<b>196 Days</b>	58,618	71,475	84,333
	Asst Principal - ECC, PRI, ELEM, INT	206	<b>201 Days</b>	60,113	73,299	86,484
	Coordinator - School Nutrition	227	<b>206 Days</b>	61,608	75,122	88,636
	Counselor - ECC, PRI, ELEM, INT	196	<b>227 Days</b>	67,889	82,780	97,671
	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				
<b>4</b>			<b>Daily</b>	<b>\$314.02</b>	<b>\$382.90</b>	<b>\$451.78</b>
	Asst Principal – JH, JH Student Services	206	<b>196 Days</b>	61,548	75,048	88,549
	Coordinator – Dyslexia/Instructional Coach	206	<b>201 Days</b>	63,118	76,963	90,808
	Counselor - HS	201	<b>206 Days</b>	64,688	78,877	93,067
	Counselor – HS College & Career	201				
	Counselor – HS Mental Health (LPC)	201				
	Counselor – HS Lead	206				
	Diagnostician - Lead	206				
	Police Lieutenant	206				

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

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>5</b>			<b>Daily</b>	<b>\$329.68</b>	<b>\$402.05</b>	<b>\$474.42</b>
	Administrator - HS Academics & Assessment	211	<b>206 Days</b>	67,914	82,822	97,731
	Asst Director – Human Resources	227	<b>211 Days</b>	69,562	84,833	100,103
	Asst Director –Operations	240	<b>227 Days</b>	74,837	91,265	107,693
	Asst Director - Special Ed	227	<b>240 Days</b>	79,123	96,492	113,861
	Asst Principal – HS, HS Student Services	206				
	Dean of Instruction - JH	211				
	Director - Finance	227				
	Communications & Community Engagement Coordinator	227				
	NJROTC Commander	227				
	Specialist – Instructional Technology	206				
	Supervisor – Aquatics/Head Swim & Dive Coach	227				
<b>6</b>		227	<b>Daily</b>	<b>\$349.46</b>	<b>\$426.17</b>	<b>\$502.88</b>
	Asst Director - Athletics	227	<b>211 Days</b>	73,736	89,922	106,108
	Chief of Police	227	<b>227 Days</b>	79,327	96,741	114,154
	Dean of Instruction - HS	227	<b>240 Days</b>	83,870	102,280	120,691
	Director – Facilities & Planning	240				
	Director – Strategic Initiatives	227				
	Director – State & Federal Programs	227				
	Director - Child Nutrition	227				
	Director - SDGC & Hornet Learning Academy	211				
	Director – Performing & Visual Arts	211				
	Principal – ECC, PRI, ELEM, INT	211				
<b>7</b>			<b>Daily</b>	<b>\$394.89</b>	<b>\$481.57</b>	<b>\$568.25</b>
	Director - Athletics	227	<b>227 Days</b>	89,640	109,316	128,993
	Director – CTE, Assessment, & Accountability	227	<b>240 Days</b>	94,744	115,577	136,380
	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	
<b>8</b>			<b>Daily</b>	<b>\$430.43</b>	<b>\$524.91</b>	<b>\$619.39</b>
	Director - Special Ed	227	<b>227 Days</b>	97,708	119,155	140,602
	Principal - HS	227				
<b>9</b>			<b>Daily</b>	<b>\$501.03</b>	<b>\$603.62</b>	<b>\$697.68</b>
	Assoc Superintendent – Student Services	227	<b>227 Days</b>	113,734	137,029	160,323
	Assoc Superintendent – Curriculum & Instruction	227				
<b>10</b>			<b>Daily</b>	<b>\$537.49</b>	<b>\$639.87</b>	<b>\$742.25</b>
	Chief Financial/Business/Operations Officer	227	<b>227 Days</b>	122,010	145,250	168,491
<b>11</b>			<b>Daily</b>	<b>\$592.84</b>	<b>\$697.46</b>	<b>\$802.08</b>
	Deputy Superintendent	227	<b>227 Days</b>	134,575	158,323	182,072

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

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>1</b>			<b>Hourly</b>	<b>\$14.20</b>	<b>\$17.31</b>	<b>\$20.41</b>
	Aide - Classroom, PreK, Kinder, PE, Adaptive PE	187	<b>187 Days</b>	21,243	25,888	30,533
	Aide - SPED Instructional	187				
	Aide - SPED Instructional for PreK, Kinder	187				
	Aide - Title I, Reading Lab Aide	187				
<b>2</b>			<b>Hourly</b>	<b>\$15.05</b>	<b>\$18.35</b>	<b>\$21.65</b>
	Aide - Campus	187	<b>187 Days</b>	22,515	27,452	32,388
	Aide - Computer Lab	187	<b>195 Days</b>	23,478	28,626	33,774
	Aide - ISSC	187	<b>196 Days</b>	23,598	28,773	33,947
	Aide – Ocean Programs INT	187	<b>227 Days</b>	27,331	33,324	39,316
	Aide – Reading Lab, Math Lab	187				
	Aide - SDGC	187				
	Receptionist – ECC, PRI, ELEM, INT	187				
	Receptionist – Special Education	196				
	Sports Info Technologist	227				
	Receptionist - JH, HS	195				
<b>3</b>			<b>Hourly</b>	<b>\$16.05</b>	<b>\$19.56</b>	<b>\$23.07</b>
	Aide – Content Mastery - INT	187	<b>187 Days</b>	24,011	29,262	34,513
	Aide - CTE	187	<b>195 Days</b>	25,038	30,514	35,989
	Aide - Library	195	<b>201 Days</b>	25,808	31,452	37,097
	Aide - LOTC/Drill Instructor	211	<b>206 Days</b>	26,450	32,235	38,019
	Aide - SPED Functional Academics	187	<b>211 Days</b>	27,092	33,017	38,942
	Aide - SPED Social Intervention	187	<b>240 Days</b>	30,816	37,555	44,294
	Aide/Clerk - SDGC	187				
	Asst Registrar - HS	201				
	Clerk Attendance - ECC, PRI, ELEM, JH, HS	195				
	Clerk – Attendance/Registrar - INT	195				
	Clerk – School Nutrition Clerk 1	206				
	Clerk – School Nutrition Clerk 2	187				
	Clerk - Central Kitchen/Head Cashier	187				
	Clerk - HS Admin	206				
	Clerk - Transportation	240				



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

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>7</b>						
	Coordinator - PEIMS	227	<b>227 Days</b>	43,984	53,009	62,035
	Level I Network Administrator	260	<b>260 Days</b>	50,378	60,715	71,053
	Lead Technologist/ HS Campus Tech	227				
	Specialist - Human Resources	227				
	Specialist - Communication	260				
	Specialist – Technical Support	260				
	Specialist – Technology Applications	260				
	Specialist - Telecommunication	227				
	Specialist - Web/Graphic Designer	227				
<b>8</b>						
	Admin Assistant - Superintendent	227	<b>227 Days</b>	52,555	62,561	72,567
	Cyber Security Analyst I	260	<b>260 Days</b>	60,195	71,656	83,117

## Flour Bluff Independent School District Auxiliary Pay Plan

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
<b>1</b>			<b>Hourly</b>	<b>\$13.00</b>	<b>\$15.85</b>	<b>\$18.70</b>
	Bus Aide	171	<b>171 Days</b>	17,784	21,682	25,581
	Cafeteria Worker	179	<b>179 Days</b>	18,616	22,697	26,778
	Crossing Guard	171	<b>260 Days</b>	27,040	32,968	38,896
	Custodian - Day	260				
	Custodian - Night	260				
	Truck Driver/ Storeroom Helper - CK	179				
<b>2</b>			<b>Hourly</b>	<b>\$14.00</b>	<b>\$17.07</b>	<b>\$20.14</b>
	Asst Manager - CK Warehouse	179	<b>179 Days</b>	20,048	24,444	28,840
	Asst Manager - Cafeteria	179	<b>260 Days</b>	29,120	35,506	41,891
	Clerk - Central Receiving	260				
	Maintenance Worker - Grounds	260				
	Team Leader – Central Kitchen	179				
<b>3</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.30</b>	<b>\$21.60</b>
	Custodian - Lead	260	<b>179 Days</b>	21,480	26,206	30,931
	Manager – Cafeteria ECC, INT, JH	179	<b>260 Days</b>	31,200	38,064	44,928
	Technician – HVAC Preventive Maintenance	260				
<b>4</b>			<b>Hourly</b>	<b>\$17.26</b>	<b>\$21.05</b>	<b>\$24.84</b>
	Manager - Cafeteria PRI/ELEM, HS	179	<b>179 Days</b>	24,716	30,144	35,574
	Maintenance Worker - General	260	<b>260 Days</b>	35,901	43,784	51,667
	Technician - Equipment	260				
	Technician - HVAC	260				
	Specialist - Pest Control	260				
<b>5</b>			<b>Hourly</b>	<b>\$21.04</b>	<b>\$25.68</b>	<b>\$30.32</b>
	Carpenter - Skilled/Locksmith	260	<b>179 Days</b>	30,129	36,774	43,418
	Clerk - Shipping/Receiving Lead	260	<b>260 Days</b>	43,763	53,414	63,066
	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
<b>6</b>			<b>Hourly</b>	<b>\$22.39</b>	<b>\$26.96</b>	<b>\$31.53</b>
	Carpenter - Skilled/Head	260	<b>179 Days</b>	32,062	38,607	45,151
	Electrician - Maintenance	260	<b>260 Days</b>	46,571	56,077	65,582
	Mechanic – Lead	260				
	Technician - HVAC Licensed	260				
	Supervisor - Central Kitchen	179				
<b>7</b>			<b>Hourly</b>	<b>\$24.25</b>	<b>\$28.85</b>	<b>\$33.45</b>
	Electrician - Master	260	<b>206 Days</b>	39,964	47,545	55,126
	Police Officer	206	<b>227 Days</b>	44,038	52,392	60,745
	Plumber – Journeyman	260	<b>240 Days</b>	46,944	55,392	64,224
	Supervisor - Custodian	260	<b>260 Days</b>	50,440	60,008	69,576
	Supervisor - Fleet	240				
	Supervisor - Food Production	227				
	Supervisor - General Maintenance	227				
	Supervisor - Pest Control/Grounds	260				
	Supervisor - Transportation	260				
	Technician – HVAC Lead	260				
<b>BD</b>			<b>Hourly</b>	<b>\$21.78</b>	<b>\$24.20</b>	<b>\$26.62</b>
	Bus Driver	179	<b>179 Days</b>	31,189	34,654	38,120
	Bus Driver/Bus Maintenance	260	<b>260 Days</b>	45,302	50,336	55,370
	Bus Driver/General Maintenance	179				
<b>BD2</b>			<b>Hourly</b>	<b>\$22.62</b>	<b>\$27.59</b>	<b>\$32.56</b>
	Transportation Coordinator	260	<b>260 Days</b>	47,050	57,387	67,725

## 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
Campus PR/Web Representative	\$ 1,500
School Safety	\$ 3,500
ESL Certified Teacher (*must meet qualifications)	\$ 1,500
Teacher Resident Cooperating Teacher	\$ 1,000 (per semester)
New Teacher Mentor (up to two mentees)	\$ 1,000 (per mentee)
Special Education Functional Academic Teacher	\$ 3,000
Special Education Orientation & Mobility Teacher	\$ 3,500
Special Education Lead Speech Lang. Path.	\$ 3,000
Math Instructional Coach	\$ 3,000
Secondary Math Certified Teacher (Gr. 7-12: teaching 4 sections of math or more)	\$ 2,500
Secondary Science Certified Teacher (Gr. 7-12: teaching 4 sections of science or more)	\$ 2,500
Secondary PEIMS Accountability Coordinator	\$ 5,000
District Records Coordinator	\$ 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		
<b>Department Heads</b>	High School	\$ 2,000
	Junior High School	\$ 1,500
	Intermediate	\$ 800
	Elementary	\$ 800
	Primary	\$ 800
	ECC	\$ 800
<b>UIL</b>	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
Science National Society	\$ 1,350
Business Professionals Association	\$ 1,350
Skills USA	\$ 1,500
Robotics	\$ 1,500

## 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 the 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**

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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.

Performing Arts	
Head Band Director	\$ 15,000
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 the percentage of the assignment(s) completed.

Athletic Stipends		
Sport/Position	Level	Stipend
<b>Baseball</b>		
Head Baseball Coach	HS	\$ 7,200
Assistant Baseball Coach	HS	\$ 3,700
<b>Basketball</b>		
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
<b>Cross Country</b>		
Head Coach	HS	\$ 7,200
Assistant Coach	HS	\$ 3,700
Head Cross Country	JH	\$ 2,000
Asst. Cross Country	JH	\$ 2,000
<b>Football</b>		
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
<b>Golf</b>		
Head Coach	HS	\$ 10,200
Assistant Coach	HS	\$ 7,200

**Flour Bluff Independent School District  
Athletic Stipends**

Athletic Stipends		
Sport/Position	Level	Stipend
<b>Soccer</b>		
Head Coach- Boys	HS	\$ 7,200
Assistant Coach- Boys	HS	\$ 3,700
Head Coach- Girls	HS	\$ 7,200
Assistant Coach- Girls	HS	\$ 3,700
<b>Softball</b>		
Head Coach	HS	\$ 7,200
Assistant Coach	HS	\$ 3,700
<b>Swimming</b>		
Assistant Coach	HS	\$ 7,200
Assistant Coach	JH	\$ 7,200
<b>Tennis</b>		
Head Tennis Coach	HS	\$ 10,200
Assistant Coach	HS	\$ 7,200
Assistant Coach	JH	\$ 4,000
<b>Track</b>		
Head Coach- Boys	HS	\$ 7,200
Head Coach- Girls	HS	\$ 7,200
Assistant Coach	HS	\$ 3,700
Assistant Track	JH	\$ 2,000
<b>Trainers</b>		
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
<b>Volleyball</b>		
Head Coach	HS	\$ 7,200
Assistant Coach	HS	\$ 3,700
Assistant Coach	JH	\$ 2,000
<b>Other</b>		
Junior High Boys Athletic Coordinator	JH	\$ 7,200
Junior High Girls Athletic Coordinator	JH	\$ 7,200
6 <sup>th</sup> Grade Athletics Intramural Coordinator	INT	\$ 7,200
Diving	HS/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
Athletic Compliance & Support	HS	\$ 2,000
Offseason Coordinator	HS	\$ 2,000
Football Inventory/ Operations	HS	\$ 3,000
Sports Video Synthesis	HS	\$ 1,000
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**

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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  
Supplemental/Temporary Employment Pay**

Position	Assignment	Rate of Pay Per Hour
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<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

<b>Athletic and Natatorium Staff</b>		
	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 <sup>th</sup> – July 15 <sup>th</sup> :	
	Head Coach Team Administrator	\$3,000 stipend
	Returning Coaches	\$2,500 stipend
	New Coaches	\$1,800 stipend
	SWARM Year-Round Swim Team August 15 <sup>th</sup> – April 15 <sup>th</sup> :	
	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

<b>Seasonal Maintenance Help</b>		
	Current Employees	\$min pay for position
	Student Maintenance Help (Summer)	\$10 per hour

<b>Resident Teachers as Instructional Support (Partnership with Texas A&amp;M Corpus Christi)</b>		
	Resident Teacher Internship – Full School Year	\$10,000 paid internship

**Flour Bluff Independent School District  
Substitute Pay**

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Substitute	Pay Rate	*Pay Long-Term
<b>Texas Certified Teacher</b>	\$16.50 hourly	\$20.50 hourly
<b>Degreed</b>	\$14.50 hourly	\$16.50 hourly
<b>Non-Degreed</b>	\$12.50 hourly	\$14.50 hourly
<b>Nurse</b>	\$20.50 hourly	

\*Long-Term pay becomes effective on the 16<sup>th</sup> day of a continued substitute assignment.

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

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<b>Summer School</b>	
<b>Position</b>	<b>Hourly Rate</b>
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