



COMPENSATION PLAN

2024-2025

Statement of Purpose

The primary goals of the FISD Compensation Plan are:

- To attract and retain highly qualified professionals
- To attract and retain highly motivated employees
- To maintain competitive pay structures for all positions within the district.

To accomplish these goals, FISD strives to provide a compensation and benefits program that establishes and maintains competitive levels within relevant markets and resources made available through our local taxpayers and state and federal sources.

Plan Highlights

- All returning FISD staff will receive a minimum salary increase of 3%
- The District will operate a 4 day work schedule for most weeks
- District paid Group Life Coverage provided at \$50,000
- District paid TeleMedicine for all employees and their immediate families (includes Mental Health services)
- District paid Cafeteria Lunch on instructional days
- Employer Retirement Matching for employees with 2 or more years of FISD experience
 - District will match employee's contribution
 - Up to 1% of salary for employees with 2-5 years of service at FISD
 - Up to 2% of salary for employees with 6-9 years of service at FISD
 - Up to 3% of salary for employees with 10+ years of service at FISD
- Free Financial planning provided by Gentry Financial Group, LLC
- Up to 40 Days Leave Buyback for TRS Eligible Employees with a minimum of 2 years FISD experience and are working in their final year prior to retirement. TRS Notice of Final Deposit (TRS7) must be submitted to the Business Office.
 - Certified Employees
 - \$100 per day up to 20 days
 - \$150 per day for 21 to 40 days
 - Non-Certified Employees
 - \$75 per day up to 20 days
 - \$125 per day for 21 to 40 days

- All employees will earn up to 5 Local Personal Days and 5 State Personal Days.
 - Up to 20 days of Local Personal Leave allowed to accumulate
 - Unused local personal leave in excess of 20 days shall be reimbursed annually at a maximum of two days per school year at a rate of \$50 per day.
- Individual Sick Pool Option
 - After all leave including extended leave is exhausted, eligible employees may request the use of days donated by peers
- \$225 per month paid by District toward TRS Active Care health plan
- \$95 per month paid to employees not participating in TRS Active Care
- 1:1 Technology provided to all teachers
- Relaxed employee dress code - Jeans/Spirit Shirt allowed daily

2024-2025 SALARY GUIDES

2024-2025 HIRING SCHEDULE

Classroom Teachers, Full Time Librarians, Counselors, Nurses

Step	Local Schedule*	Daily Rate
00	\$53,500	\$309.25
01	\$54,075	\$312.57
02	\$54,333	\$314.06
03	\$54,848	\$317.04
04	\$55,981	\$323.59
05	\$56,625	\$327.31
06	\$56,959	\$329.24
07	\$57,577	\$332.82
08	\$58,195	\$336.39
09	\$59,174	\$342.05
10	\$60,152	\$347.70
11	\$61,234	\$353.95
12	\$62,212	\$359.61
13	\$63,242	\$365.56
14	\$64,272	\$371.51
15	\$65,302	\$377.47
16	\$66,281	\$383.13
17	\$67,311	\$389.08
18	\$68,341	\$395.03
19	\$69,371	\$400.99
20	\$70,401	\$406.94
21	\$71,225	\$411.71
22	\$71,997	\$416.17
23	\$72,667	\$420.04
24	\$73,336	\$423.91
25	\$73,903	\$427.18
26	\$74,521	\$430.76
27	\$75,087	\$434.03
28	\$75,654	\$437.31
29	\$76,169	\$440.28
30	\$76,735	\$443.55

**Employees paid on the local schedule will not earn less than the stated amount for their contracted days. Salaries listed are based on 173 days. If an employee works less than 173 days, the daily rate applies for the number of days they will work.*

2024-2025 Administrative Assistant

Campus (AA1)			Lead/Special Duty (AA2)		
Experience	Daily Rate	Annual	Experience	Daily Rate	Annual
0	\$130.01	\$22,491.73	0	\$ 132.14	\$22,859.36
1	\$133.96	\$23,175.08	1	\$ 136.09	\$23,542.71
2	\$136.09	\$23,542.71	2	\$ 138.21	\$23,910.33
3	\$138.21	\$23,910.33	3	\$ 140.34	\$24,277.96
4	\$140.34	\$24,277.96	4	\$ 142.46	\$24,645.58
5	\$142.46	\$24,645.58	5	\$ 144.59	\$25,013.21
6	\$144.59	\$25,013.21	6	\$ 146.71	\$25,380.83
7	\$146.71	\$25,380.83	7	\$ 148.84	\$25,748.46
8	\$148.84	\$25,748.46	8	\$ 150.96	\$26,116.08
9	\$150.96	\$26,116.08	9	\$ 153.09	\$26,483.71
10	\$153.09	\$26,483.71	10	\$ 157.34	\$27,218.96
11	\$155.21	\$26,851.33	11	\$ 160.31	\$27,733.63
12	\$157.34	\$27,218.96	12	\$ 164.14	\$28,395.36
13	\$159.74	\$27,634.16	13	\$ 167.39	\$28,957.61
14	\$163.14	\$28,222.36	14	\$ 170.79	\$29,545.81
15	\$166.89	\$28,871.11	15	\$ 174.71	\$30,223.97
16	\$170.35	\$29,469.69	16	\$ 178.17	\$30,822.55
17	\$174.20	\$30,135.74	17	\$ 182.02	\$31,488.60
18	\$177.70	\$30,741.24	18	\$ 185.52	\$32,094.10
19	\$181.55	\$31,407.29	19	\$ 189.37	\$32,760.15
20	\$185.35	\$32,064.69	20	\$ 193.17	\$33,417.55

**Annual salaries listed are based on 173 days. An employee working more or less than 173 days will have an annual salary based on the number of days working.*

All administrative assistant positions are at-will employees.

2024-2025 AIDES

General Aide (PG AD1)			With Special Duty (PG AD2)		
Experience	Daily Rate	Annual	Experience	Daily Rate	Annual
0	\$ 108.00	\$18,684.00	0	\$ 113.00	\$19,549.00
1	\$ 109.35	\$18,917.55	1	\$ 114.35	\$19,782.55
2	\$ 111.38	\$19,267.88	2	\$ 116.38	\$20,132.88
3	\$ 114.21	\$19,758.33	3	\$ 119.21	\$20,623.33
4	\$ 117.29	\$20,290.82	4	\$ 122.29	\$21,155.82
5	\$ 120.12	\$20,781.28	5	\$ 125.12	\$21,646.28
6	\$ 123.20	\$21,313.78	6	\$ 128.20	\$22,178.78
7	\$ 126.44	\$21,874.30	7	\$ 131.44	\$22,739.30
8	\$ 129.28	\$22,364.75	8	\$ 134.28	\$23,229.75
9	\$ 132.11	\$22,855.21	9	\$ 137.11	\$23,720.21
10	\$ 134.95	\$23,345.66	10	\$ 139.95	\$24,210.66
11	\$ 137.78	\$23,836.12	11	\$ 142.78	\$24,701.12
12	\$ 140.62	\$24,326.57	12	\$ 145.62	\$25,191.57
13	\$ 143.86	\$24,887.09	13	\$ 148.86	\$25,752.09
14	\$ 146.69	\$25,377.55	14	\$ 151.69	\$26,242.55
15	\$ 149.53	\$25,868.00	15	\$ 154.53	\$26,733.00
16	\$ 152.77	\$26,428.52	16	\$ 157.77	\$27,293.52
17	\$ 155.60	\$26,918.98	17	\$ 160.60	\$27,783.98
18	\$ 158.44	\$27,409.43	18	\$ 163.44	\$28,274.43
19	\$ 161.51	\$27,941.92	19	\$ 166.51	\$28,806.92
20	\$ 164.35	\$28,432.38	20	\$ 169.35	\$29,297.38

**Annual salaries listed are based on 173 days. An employee working more or less than 173 days will have an annual salary based on the number of days working.*

All Aide positions are at-will employees.

2024-2025 CHILD NUTRITION

Exp	Manger (PG 011)	Asst. Mgr (PG 013)	Worker (PG 012)
0	\$ 15.55	\$15.05	\$ 14.30
1	\$ 15.97	\$15.47	\$ 14.72
2	\$ 16.07	\$15.57	\$ 14.82
3	\$ 16.17	\$15.67	\$ 14.92
4	\$ 16.32	\$15.82	\$ 15.07
5	\$ 16.57	\$16.07	\$ 15.32
6	\$ 16.84	\$16.34	\$ 15.59
7	\$ 17.11	\$16.61	\$ 15.86
8	\$ 17.38	\$16.88	\$ 16.13
9	\$ 17.65	\$17.15	\$ 16.40
10	\$ 17.92	\$17.42	\$ 16.67
11	\$ 18.19	\$17.69	\$ 16.94
12	\$ 18.46	\$17.96	\$ 17.21
13	\$ 18.73	\$18.23	\$ 17.48
14	\$ 19.00	\$18.50	\$ 17.75
15	\$ 19.27	\$18.77	\$ 18.02
16	\$ 19.54	\$19.04	\$ 18.29
17	\$ 19.81	\$19.31	\$ 18.56
18	\$ 20.08	\$19.58	\$ 18.83
19	\$ 20.35	\$19.85	\$ 19.10
20	\$ 20.62	\$20.12	\$ 19.37

**Child Nutrition staff (excluding the Department Director) are at-will employees.*

2024-2025 CUSTODIAL

DAY SHIFT (PG 007)			NIGHT SHIFT (PG 020)		
Experience	Hourly Amt	Annual	Experience	Hourly Amt	Annual
0	\$ 13.75	\$26,620.00	0	\$ 14.00	\$27,104.00
1	\$ 13.93	\$26,968.48	1	\$ 14.18	\$27,452.48
2	\$ 14.13	\$27,355.68	2	\$ 14.38	\$27,839.68
3	\$ 14.37	\$27,820.32	3	\$ 14.62	\$28,304.32
4	\$ 14.68	\$28,420.48	4	\$ 14.93	\$28,904.48
5	\$ 15.06	\$29,156.16	5	\$ 15.31	\$29,640.16
6	\$ 15.37	\$29,756.32	6	\$ 15.62	\$30,240.32
7	\$ 15.73	\$30,453.28	7	\$ 15.98	\$30,937.28
8	\$ 16.13	\$31,227.68	8	\$ 16.38	\$31,711.68
9	\$ 16.43	\$31,808.48	9	\$ 16.68	\$32,292.48
10	\$ 16.78	\$32,486.08	10	\$ 17.03	\$32,970.08
11	\$ 17.23	\$33,357.28	11	\$ 17.48	\$33,841.28
12	\$ 17.57	\$34,015.52	12	\$ 17.82	\$34,499.52
13	\$ 17.93	\$34,712.48	13	\$ 18.18	\$35,196.48
14	\$ 18.26	\$35,351.36	14	\$ 18.51	\$35,835.36
15	\$ 18.59	\$35,990.24	15	\$ 18.84	\$36,474.24
16	\$ 18.92	\$36,629.12	16	\$ 19.17	\$37,113.12
17	\$ 19.25	\$37,268.00	17	\$ 19.50	\$37,752.00
18	\$ 19.58	\$37,906.88	18	\$ 19.83	\$38,390.88
19	\$ 19.91	\$38,545.76	19	\$ 20.16	\$39,029.76
20	\$ 20.24	\$39,184.64	20	\$ 20.49	\$39,668.64

**Custodial Staff are at-will employees.*

Annual salaries listed are based on 242 work days. An employee working less than 242 days will have an annual salary based on the number of days working.

2024-2025 CUSTODIAL NIGHT SHIFT SUPERVISOR

Experience	Annual	Hourly
00	\$29,524.00	\$ 15.25
01	\$29,872.48	\$ 15.43
02	\$30,259.68	\$ 15.63
03	\$30,724.32	\$ 15.87
04	\$31,324.48	\$ 16.18
05	\$32,060.16	\$ 16.56
06	\$32,660.32	\$ 16.87
07	\$33,357.28	\$ 17.23
08	\$34,131.68	\$ 17.63
09	\$34,712.48	\$ 17.93
10	\$35,874.08	\$ 18.53
11	\$36,745.28	\$ 18.98
12	\$37,403.52	\$ 19.32
13	\$38,100.48	\$ 19.68
14	\$38,739.36	\$ 20.01
15	\$39,378.24	\$ 20.34
16	\$40,017.12	\$ 20.67
17	\$40,656.00	\$ 21.00
18	\$41,294.88	\$ 21.33
19	\$41,933.76	\$ 21.66
20	\$42,572.64	\$ 21.99

**Custodial Supervisors are at-will employees.*

Annual salaries listed are based on 242 work days. An employee working less than 242 days will have an annual salary based on the number of days working.

2024-2025 HVAC/ELECTRICIAN

STEP	PAY GRADE 010	
	Hourly Amt	Annual
0	\$ 24.80	\$48,012.80
1	\$ 25.25	\$48,884.00
2	\$ 25.62	\$49,600.32
3	\$ 26.12	\$50,568.32
4	\$ 26.63	\$51,555.68
5	\$ 27.00	\$52,272.00
6	\$ 27.37	\$52,988.32
7	\$ 27.74	\$53,704.64
8	\$ 28.11	\$54,420.96
9	\$ 28.43	\$55,040.48
10	\$ 28.75	\$55,660.00
11	\$ 29.07	\$56,279.52
12	\$ 29.39	\$56,899.04
13	\$ 29.71	\$57,518.56
14	\$ 30.03	\$58,138.08
15	\$ 30.35	\$58,757.60
16	\$ 30.67	\$59,377.12
17	\$ 30.99	\$59,996.64
18	\$ 31.31	\$60,616.16
19	\$ 31.63	\$61,235.68
20	\$ 31.95	\$61,855.20
21	\$ 32.27	\$62,474.72
22	\$ 32.59	\$63,094.24
23	\$ 32.91	\$63,713.76
24	\$ 33.23	\$64,333.28
25	\$ 33.55	\$64,952.80

Maintenance staff are at-will employees.

Annual salaries listed are based on 242 work days. An employee working less than 242 days will have an annual salary based on the number of days working.

2024-2025 MAINTENANCE WORKER

GENERAL (PG 008)			SPECIALTY (PG 009)		
STEP	Hourly Amt	Annual	STEP	Hourly Amt	Annual
0	\$ 15.25	\$29,524.00	0	\$ 19.75	\$38,236.00
1	\$ 15.50	\$30,008.00	1	\$ 20.00	\$38,720.00
2	\$ 15.72	\$30,433.92	2	\$ 20.25	\$39,204.00
3	\$ 16.14	\$31,247.04	3	\$ 20.50	\$39,688.00
4	\$ 16.59	\$32,118.24	4	\$ 20.85	\$40,365.60
5	\$ 16.91	\$32,737.76	5	\$ 21.20	\$41,043.20
6	\$ 17.21	\$33,318.56	6	\$ 21.55	\$41,720.80
7	\$ 17.56	\$33,996.16	7	\$ 21.90	\$42,398.40
8	\$ 17.91	\$34,673.76	8	\$ 22.25	\$43,076.00
9	\$ 18.21	\$35,254.56	9	\$ 22.60	\$43,753.60
10	\$ 18.56	\$35,932.16	10	\$ 22.95	\$44,431.20
11	\$ 18.91	\$36,609.76	11	\$ 23.30	\$45,108.80
12	\$ 19.33	\$37,422.88	12	\$ 23.65	\$45,786.40
13	\$ 19.70	\$38,139.20	13	\$ 24.00	\$46,464.00
14	\$ 20.07	\$38,855.52	14	\$ 24.35	\$47,141.60
15	\$ 20.42	\$39,533.12	15	\$ 24.70	\$47,819.20
16	\$ 20.72	\$40,113.92	16	\$ 25.05	\$48,496.80
17	\$ 21.05	\$40,752.80	17	\$ 25.40	\$49,174.40
18	\$ 21.37	\$41,372.32	18	\$ 25.75	\$49,852.00
19	\$ 21.69	\$41,991.84	19	\$ 26.15	\$50,626.40
20	\$ 22.10	\$42,785.60	20	\$ 26.55	\$51,400.80
21	\$ 22.42	\$43,405.12	21	\$ 26.95	\$52,175.20
22	\$ 22.74	\$44,024.64	22	\$ 27.35	\$52,949.60
23	\$ 23.06	\$44,644.16	23	\$ 27.75	\$53,724.00
24	\$ 23.38	\$45,263.68	24	\$ 28.15	\$54,498.40
25	\$ 23.70	\$45,883.20	25	\$ 28.55	\$55,272.80

Maintenance staff are at-will employees.

Annual salaries listed are based on 242 work days. An employee working less than 242 days will have an annual salary based on the number of days working.

2024-25 Employee Stipends

Description	Amount
Administrator In District Travel	\$1,500
Agricultural Sponsor (FFA)	\$4,500
Annual (Yearbook) Sponsor	\$2,000
Audio/Visual	\$4,500
Band Director (FHS)	\$6,000
Bass Fishing Team	\$1,500
Behavior Unit (Aide/Teacher)	\$2,500
Bilingual	\$1,000
Assistant Band Director	\$4,500
Band Director (FJHS)	\$4,000
Band Drumline	\$2,000
Choir Director	\$2,500
Cheerleader/Drill Team Sponsors	
High School Cheer (Varsity/JV)	\$6,000/\$3,000
High School Drill Team	\$3,000
Junior High Cheer	\$1,500
Junior High Drill	\$2,000
Asst. Drill	1,500
Coordinators/Lead	
Agriculture Dept. Lead	\$10,000
At-Risk	\$1,000
AV Dept. Lead	\$6,500
Behavior Unit Lead	\$1,000
Cafeteria Manager	\$600
Dyslexia	\$1,000
Elementary STEAM	\$1,000
ESL	\$1,000
Gifted/Talented	\$1,000
Special Education Certified	\$1,000 - \$1,500
Special Olympics	\$2,000
Textbook DISTRICT	\$3,000
Textbook CAMPUS (Non-Administrator)	\$1,000
UIL, District	\$2,000
Counselor	\$3,000
Doctorate Degree	\$1,100
Fine Arts Coordinator	\$8,000
Homebound (per hour)	\$31
Master's Degree	\$1,100
Multi-Campus Instructional Day Teacher	\$1,000
Nurse	\$3,000
One Act Play Director (HS)	\$4,300
One Act Play Director (JH)	\$1,000
Saturday School (per hour)	\$14
Secondary Foreign Language	\$2,000

2024-25 Employee Stipends

Secretary (Campus lead/Department) In District Travel	\$1,000
Diagnostician/SLP	\$2,500
Student Council Sponsor	\$500
Summer School (professional – per hour)	\$31
Tutorials (per hour)	\$14
UIL Coaches (per event)	\$300
Athletics Department	
Athletic Trainer	\$15,000
Head Baseball	\$4,500
Asst. Baseball	\$2,500
Baseball/Softball Field Maint.	\$5,000
Head Basketball	\$4,500
Asst. Basketball	\$2,500
JH Basketball	\$2,000
Equipment	\$1,500
HS Football Coordinator	\$3,500
JH Coordinator	\$1,500
Field Maintenance	\$1,000
HS Football	\$2,500
JH Football	\$2,000
Girls Coordinator	\$11,500
Golf	\$3,000
Head Powerlifting	\$2,000
Asst. Powerlifting	\$1,000
Head Soccer	\$4,500
Asst. Soccer	\$2,000
JH Soccer	\$2,000
Head Softball	\$4,500
Asst. Softball	\$2,500
Head Tennis	\$3,000
Asst. Tennis	\$2,000
Head Track	\$4,500
Asst. Track	\$2,000
Track – Cross Country	\$3,000
JH Track	\$2,000
Travel	\$1,000
Video Coordinator	\$1,500
Head Volleyball	\$4,500
Asst. Volleyball	\$2,500
Sports Assistant 1:1	\$10/hour
Game Worker	\$20/hour

The Superintendent has the authority to approve all stipends for employees within the approved budget. The Superintendent may grant a pay increase to any employees before or after duties have begun because of a change in the employee's job assignments to address pay equity or to account for increased job credentials.

2024-25 BUS DRIVER PAY SCALE

CDL Route (Annual)

<i>Morning</i>	\$7,030
<i>Afternoon</i>	\$7,030

Drivers beginning employment after the first day of instruction or ending employment before the last day of instruction will be paid based on the number of actual routes driver or "per run" rate. The "per run" rate is dependent on the total number of instructional days during the school year.

Non CDL Route (Annual)

<i>Morning</i>	\$5,138
<i>Afternoon</i>	\$5,138

Drivers beginning employment after the first day of instruction or ending employment before the last day of instruction will be paid based on the number of actual routes driven or "per run" rate. The "per run" rate is dependent on the total number of instructional days during the school year.

Bus Monitor (per Trip)

<i>Per Trip</i>	\$32.31
-----------------	---------

Field Trip

<i>Hourly</i>	\$17.50
---------------	---------

Athletics

Coach driving team to event: \$20/event

Sports Assistant Monitor: \$10/hour

2024-25 SUBSTITUTE PAY SCALE

Professional

Certified	\$100 per day
Non-Certified	\$85 per day
Nurse – Certified	\$140 per day
LVN	\$120 per day
EMT	\$100 per day

A substitute teacher who substitutes for the same teacher in excess of 10 consecutive days shall be paid \$110 per day for each day beyond 10 days beginning with the 11th day. If the substitute goes beyond 20 consecutive days, the pay shall be \$120 per day beginning with the 21st day.

Para-Professional	\$80 per day
Campus Secretary	\$80 per day
Central Office Receptionist	\$80 per day
Custodial Maintenance	\$12.50/hour
Food Service	\$12.00/hour
Bus Driver	Posted Trip Run
Field Trip/Band Trip	\$17.50/hour
BAU/LIFE SKILLS Aide	\$100 per day