



# Fredericksburg ISD

---

## COMPENSATION PLAN 2021-2022

Human Resources

FREDERICKSBURG ISD | 234 FRIENDSHIP LANE

**Fredericksburg ISD Compensation Plan 2021-2022**

<b>2021-2022 Fredericksburg ISD New Hire Guide for Teachers</b>	
<b>Years of Experience</b>	<b>New Hire Salary</b>
0	\$44,000
1	\$44,400
2	\$44,800
3	\$45,200
4	\$45,600
5	\$46,200
6	\$46,800
7	\$47,400
8	\$48,000
9	\$48,600
10	\$49,200
11	\$50,000
12	\$50,800
13	\$51,800
14	\$52,850
15	\$53,900
16	\$54,950
17	\$55,950
18	\$56,950
19	\$57,950
20	\$58,950
21	\$60,000
22	\$60,700
23	\$61,400
24	\$62,000
25+	\$62,600

Continuing Teachers will receive an increase of  
\$1,050

The salaries listed above are based on 10-month employment for the 2021-2022 school year. 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.

**\$1,050 General Master's Degree Stipend**

Fredericksburg ISD Compensation Plan 2021-2022

2021 – 2022 Fredericksburg ISD Pay Plan

Administrative

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Daily</b>	<b>\$246.48</b>	<b>\$296.96</b>	<b>\$347.44</b>
	ARD Facilitator	195	<b>187 Days</b>	46,092	55,532	64,971
	Coordinator, Outreach Liaison	187	<b>195 Days</b>	48,064	57,907	67,751
	Coordinator, Transition/SHARS Specialist	187	<b>202 Days</b>	49,789	59,986	70,183
	Instruction Specialist	202				
	Librarian	195				
	Nurse (RN)	187				
	Speech Pathologist Asst	187				
<b>2</b>			<b>Daily</b>	<b>\$261.27</b>	<b>\$314.78</b>	<b>\$368.29</b>
	Athletics Trainer	195	<b>187 Days</b>	48,857	58,864	68,870
	Counselor, ES	187, 210	<b>195 Days</b>	50,948	61,382	71,817
	Counselor, MS	205, 210	<b>205 Days</b>	53,560	64,530	75,499
	Counselor, Primary	195	<b>210 Days</b>	54,867	66,104	77,341
	Wellness Counselor	187	<b>238 Days</b>	62,182	74,918	87,653
	Special Education Counselor	195				
	Instructional Technician Specialist	238				
<b>3</b>			<b>Daily</b>	<b>\$267.16</b>	<b>\$321.87</b>	<b>\$376.58</b>
	Diagnostician	195	<b>187 Days</b>	49,959	60,190	70,420
	LSSP	195, 210	<b>195 Days</b>	52,096	62,765	73,433
	Speech Pathologist	187, 195	<b>210 Days</b>	56,104	67,593	79,082
<b>4</b>			<b>Daily</b>	<b>\$276.95</b>	<b>\$333.67</b>	<b>\$390.39</b>
	Asst Principal, ES	220	<b>210 Days</b>	58,160	70,071	81,982
	Asst Principal, MS	220	<b>220 Days</b>	60,929	73,407	85,886
	Asst Principal, Primary	220	<b>225 Days</b>	62,314	75,076	87,838
	Coordinator, CTE/Testing & Assessment	225	<b>238 Days</b>	65,914	79,413	92,913
	Coordinator, SPED Co-Op	210				
	Counselor, HS	210				
	Database Administrator	238				
	Director, School Nutrition Services	238				
	Director, Transportation	238				
<b>5</b>			<b>Daily</b>	<b>\$302.70</b>	<b>\$360.36</b>	<b>\$418.02</b>
	Asst Principal, HS	220	<b>220 Days</b>	66,594	79,279	91,964
	Director, Band	225	<b>225 Days</b>	68,108	81,081	94,055

**Fredericksburg ISD Compensation Plan 2021-2022**

**2021 – 2022 Fredericksburg ISD Pay Plan**

**Administrative**

<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendars</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>6</b>					
	Principal, Alt/Safety Coordinator	220	<b>Daily \$326.92</b>	<b>\$389.19</b>	<b>\$451.46</b>
	Principal, ES	202, 220	<b>202 Days 66,038</b>	78,616	91,195
	Principal, Primary	220	<b>220 Days 71,922</b>	85,622	99,321
<b>7</b>					
	Director, Athletics	225	<b>Daily \$359.61</b>	<b>\$428.11</b>	<b>\$496.61</b>
	Director, HR	225	<b>220 Days 79,114</b>	94,184	109,254
	Director, Special Programs/Grant Administration	225	<b>225 Days 80,912</b>	96,325	111,737
	Director, SPED Co-Op	225	<b>238 Days 85,587</b>	101,890	118,193
	Director, Technology and Operations	238			
	Principal, MS	220			
<b>8</b>					
	Principal, HS	225	<b>Daily \$400.28</b>	<b>\$470.92</b>	<b>\$541.56</b>
			<b>225 Days 90,063</b>	105,957	121,851
<b>9</b>					
	Asst Superintendent, Business & Finance	225	<b>Daily \$452.65</b>	<b>\$508.59</b>	<b>\$564.53</b>
	Asst Superintendent, Curriculum & Instruction	225	<b>225 Days 101,846</b>	114,433	127,019

## Fredericksburg ISD Compensation Plan 2021-2022

### 2021 – 2022 Fredericksburg ISD Pay Plan

Pay Grade	Job Title	Auxiliary Calendars	Minimum	Midpoint	Maximum
<b>1</b>					
	Custodian	238	<b>Hourly \$11.75</b>	<b>\$13.82</b>	<b>\$15.89</b>
	Custodian/Mail Clerk	238	<b>174 Days 16,356</b>	<b>19,237</b>	<b>22,119</b>
	Daycare Worker	238	<b>238 Days 22,372</b>	<b>26,313</b>	<b>30,255</b>
	School Nutrition - Courier	174			
	School Nutrition Worker	174			
<b>2</b>					
	Asst. Manager, School Nutrition HS	174	<b>Hourly \$14.35</b>	<b>\$16.88</b>	<b>\$19.41</b>
	Bus Service Technician Fuel	238	<b>174 Days 19,975</b>	<b>23,497</b>	<b>27,019</b>
	Manager, School Nutrition ES	174	<b>238 Days 27,322</b>	<b>32,140</b>	<b>36,957</b>
	Manager, School Nutrition PS	174			
<b>3</b>					
	General Maintenance	238	<b>Hourly \$16.35</b>	<b>\$19.24</b>	<b>\$22.13</b>
	Manager, School Nutrition HS	174	<b>174 Days 22,759</b>	<b>26,782</b>	<b>30,805</b>
	Manager, School Nutrition MS	174	<b>238 Days 31,130</b>	<b>36,633</b>	<b>42,136</b>
<b>4</b>					
	Mechanic, Helper	238	<b>Hourly \$19.13</b>	<b>\$22.51</b>	<b>\$25.89</b>
	Plumber, Asst	238	<b>238 Days 36,424</b>	<b>42,859</b>	<b>49,295</b>
<b>5</b>					
	Coordinator, Daycare	238	<b>Hourly \$20.66</b>	<b>\$24.31</b>	<b>\$27.96</b>
	Electrician, Licensed	238	<b>225 Days 37,188</b>	<b>43,758</b>	<b>50,328</b>
	HVAC Technician, Asst	238	<b>238 Days 39,337</b>	<b>46,286</b>	<b>53,236</b>
	Supervisor, Custodian	238			
	Supervisor, School Nutrition	225			
<b>6</b>					
	Electrician, Journeyman	238	<b>Hourly \$23.15</b>	<b>\$27.23</b>	<b>\$31.31</b>
	HVAC Technician, Licensed	238	<b>238 Days 44,078</b>	<b>51,846</b>	<b>59,614</b>
	Mechanic, Master	238			
	Plumber, Master	238			
<b>Summary</b>					
	<b>Job Title</b>	<b>Calendar</b>	<b>Hourly Rate</b>		
	Bus Monitor	174	15.05		
	Bus Driver	174	21.58		

## Fredericksburg ISD Compensation Plan 2021-2022

### 2021 – 2022 Fredericksburg ISD Pay Plan Clerical Technical

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>			<b>Hourly</b>	<b>\$12.60</b>	<b>\$15.00</b>	<b>\$17.40</b>
	Educational Aide	180	<b>180 Days</b>	18,144	21,600	25,056
	Clerk	187, 200, 225	<b>187 Days</b>	18,850	22,440	26,030
	Receptionist	180	<b>200 Days</b>	20,160	24,000	27,840
			<b>225 Days</b>	22,680	27,000	31,320
<b>2</b>			<b>Hourly</b>	<b>\$13.60</b>	<b>\$16.19</b>	<b>\$18.78</b>
	Educational Aide, Bilingual	180	<b>180 Days</b>	19,584	23,314	27,043
	Educational Aide, ISS	180	<b>187 Days</b>	20,346	24,220	28,095
	Educational Aide, Lab	180				
	Educational Aide, Library Technician	180				
Educational Aide, Sped	180					
<b>3</b>			<b>Hourly</b>	<b>\$14.10</b>	<b>\$16.78</b>	<b>\$19.46</b>
	Educational Aide, Sped Severe Need* *Lifeskills, ECSE, Autistic, BAP/FOCUS, 1:1	180	<b>180 Days</b>	20,304	24,163	28,022
<b>4</b>			<b>Hourly</b>	<b>\$14.96</b>	<b>\$17.81</b>	<b>\$20.66</b>
	Admin Asst, Band Department	225	<b>195 Days</b>	23,338	27,784	32,230
	Secretary, PEIMS MS	195	<b>210 Days</b>	25,133	29,921	34,709
	Secretary, PEIMS Prim	210	<b>215 Days</b>	25,731	30,633	35,535
	Secretary, PEIMS ES	215	<b>225 Days</b>	26,928	32,058	37,188
<b>5</b>			<b>Hourly</b>	<b>\$16.76</b>	<b>\$19.95</b>	<b>\$23.14</b>
	Admin Asst, Athletics	225	<b>180 Days</b>	24,134	28,728	33,322
	Clerk, Attendance HS	180	<b>195 Days</b>	26,146	31,122	36,098
	Registrar, HS	220	<b>200 Days</b>	26,816	31,920	37,024
	Secretary, Counselor HS	200	<b>210 Days</b>	28,157	33,516	38,875
	Secretary, Counselor MS	210	<b>215 Days</b>	28,827	34,314	39,801
	Secretary, HR	225	<b>220 Days</b>	29,498	35,112	40,726
	Secretary, Principal ES	195, 215	<b>225 Days</b>	30,168	35,910	41,652
	Secretary, Principal MS	220				
Secretary, Principal Primary	210					

**Fredericksburg ISD Compensation Plan 2021-2022**

**2021 – 2022 Fredericksburg ISD Pay Plan**

**Clerical Technical**

<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendars</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>6</b>			<b>Hourly</b>	<b>\$18.27</b>	<b>\$21.75</b>	<b>\$25.23</b>
	Bookkeeper, HS	210	<b>180 Days</b>	26,309	31,320	36,331
	Coordinator, Community Education	225	<b>200 Days</b>	29,232	34,800	40,368
	LVN	180	<b>205 Days</b>	29,963	35,670	41,377
	Secretary, Maintenance & Technology	238	<b>210 Days</b>	30,694	36,540	42,386
	Secretary, Principal HS	210	<b>225 Days</b>	32,886	39,150	45,414
	Secretary, School Nutrition	200	<b>238 Days</b>	34,786	41,412	48,038
	Secretary, SEMS (Sped Records)	205				
<b>7</b>			<b>Hourly</b>	<b>\$20.83</b>	<b>\$24.80</b>	<b>\$28.77</b>
	Admin Asst, Business Finance	225	<b>225 Days</b>	37,494	44,640	51,786
	Admin Asst, Curriculum & Instruction	225	<b>238 Days</b>	39,660	47,219	54,778
	Admin Asst, Special Education Director	225				
	Computer Technician	238				
Purchasing Agent	225					
<b>8</b>			<b>Hourly</b>	<b>\$26.25</b>	<b>\$31.25</b>	<b>\$36.25</b>
	Computer Network Technician	225, 238	<b>225 Days</b>	47,250	56,250	65,250
	Coordinator, PEIMS	225	<b>238 Days</b>	49,980	59,500	69,020
	Financial Assistant	225				
	Human Resources Technician	225				
Payroll Specialist	225					
<b>9</b>			<b>Hourly</b>	<b>\$27.56</b>	<b>\$32.81</b>	<b>\$38.06</b>
	Admin Asst, Superintendent	225	<b>225 Days</b>	49,608	59,058	68,508

## Fredericksburg ISD Compensation Plan 2021-2022

### 2021-2022 Fredericksburg ISD Proposed Extra Duty Stipends Academics

Assignment	Level	Proposed Stipend
Grade Level Chair	PS	1,100
Yearbook	PS	300
Grade Level Chair	ES	1,100
Student Council	ES	500
UIL Academic Coach, 1 event	ES	357
UIL Academic Coach, 2 events	ES	676
UIL Academic Coach, 3 or more events	ES	955
UIL Coordinator ES	ES	1,350
Yearbook	ES	450
Bilingual Dual Language Teacher	PS, ES	6,000
Bilingual Dual Language Teacher - Retention/Returning	PS, ES	1,200
ESL Dual Language Teacher	PS, ES	1,375
Department Head	MS	1,100
Student Council	MS	1,000
UIL Academic Coach, 1 event	MS	550
UIL Academic Coach, 2 events	MS	1,040
UIL Academic Coach, 3 or more events	MS	1,465
UIL Coordinator MS	MS	1,500
Yearbook	MS	1,200
Career & Technical Student Organization	HS	2,500
CTE, Summer	HS	2,500
CTE, Instructor	HS	3,000
CTE, Student Certification	HS	2,500
CPI Trainer	HS	875
Department Head	HS	2,000
ESL Records Tracker	HS	1,375
National Honor Society	HS	1,000
Student Council, Asst	HS	500
Student Council	HS	1,500
UIL Academic Coach, 1 event	HS	815
UIL Academic Coach, 2 events	HS	1,545
UIL Academic Coach, 3 or more events	HS	2,180
UIL Coordinator	HS	2,000
UT On-Ramps	HS	1,000
Yearbook/Newspaper	HS	3,500
Bilingual - SPED Support	ALL	3,000
Fitnessgram Facilitator - PE/Health K-12	ALL	1,000
Mentor Beginning Teacher (entire year)	ALL	800
Mentor Student Teacher (per semester)	ALL	520
Special Education Teacher - Severe Needs	ALL	2,000
Translator	ALL	900



## Fredericksburg ISD Compensation Plan 2021-2022

### 2021-2022 Fredericksburg ISD Proposed Extra Duty Stipends Athletics

Assignment	Level	Proposed Stipend
Athletic Coordinator, MS	MS	2,500
Basketball	MS	2,500
Cheerleading, Asst Coach	MS	1,000
Cheerleading, Head Coach	MS	2,500
Cross Country, Head Coach	MS	2,000
Football	MS	3,175
Golf	MS	1,000
Soccer	MS	2,000
Tennis	MS	2,000
Track	MS	2,000
Volleyball	MS	2,500
Athletic Coordinator	HS	5,800
Baseball, Asst Coach	HS	4,000
Baseball, Head Coach	HS	6,000
Basketball, Asst Coach	HS	4,000
Basketball, Head Coach	HS	6,000
Cheerleading, Asst Coach	HS	2,000
Cheerleading, Head Coach	HS	4,750
Cross Country, Asst Coach	HS	3,250
Cross Country, Head Coach	HS	4,750
Football, Asst Coach	HS	5,000
Football, Asst Head Coach	HS	5,500
Football, Defensive Coordinator	HS	5,500
Football, Offensive Coordinator	HS	5,500
Football, Special Teams Coordinator	HS	5,500
Football, Video Coordinator	HS	2,000
Golf, Asst Coach (Fall)	HS	2,000
Golf, Asst Coach (Spring)	HS	2,000
Golf, Head Coach (Fall)	HS	3,000
Golf, Head Coach (Spring)	HS	3,000
Powerlifting	HS	3,600
Soccer, Asst Coach	HS	4,000
Soccer, Head Coach	HS	6,000
Softball, Asst Coach	HS	4,000
Softball, Head Coach	HS	6,000
Strength & Conditioning	HS	5,000
Swim, Head Coach	HS	4,750
Tennis, Asst Coach (Fall)	HS	2,500
Tennis, Asst Coach (Spring)	HS	2,500
Tennis, Head Coach (Fall)	HS	4,000
Tennis, Head Coach (Spring)	HS	4,000
Track, Asst Coach	HS	3,500
Track, Head Coach Boys	HS	4,750
Track, Head Coach Girls	HS	4,750
Volleyball, Asst Coach	HS	4,000
Volleyball, Head Coach	HS	6,000

## Fredericksburg ISD Compensation Plan 2021-2022

### 2021-2022 Fredericksburg ISD Proposed Extra Duty Stipends Performing Arts

Assignment	Level	Proposed Stipend
Pep Squad	MS	1,000
Theatre, One Act Play	MS	1,000
Band, Head Director	MS	7,800
Band, Asst Director HS & MS	MS/HS	7,500
Choir, Director HS & MS	HS	6,000
Color Guard	HS	2,000
Dance Teams, Red Hotts	HS	4,000
Theatre, Curator	HS	6,000
Theatre, One Act Play	HS	2,500

### Performance Pay

#### Performance Pay: Teacher Incentive Allotment:

For any funds received by Fredericksburg ISD for a designated teacher under the Teacher Incentive Allotment (TIA), (95) percent will be paid to the designated teacher. The remaining (5) percent will be used for *(training and support of the system, expansion of the system, administrative expenses, 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.

### FISD District Benefit Information

#### Health Insurance Premium Benefit – All Participating Employees:

The Fredericksburg ISD contributes \$235.00 per month toward TRS ActiveCare health insurance premiums for participating employees.