



Fredericksburg ISD

COMPENSATION PLAN *2024-2025*

Business and Finance

FREDERICKSBURG ISD | 234 FRIENDSHIP LANE

2024-2025 Fredericksburg ISD New Hire Guide for Teachers	
Years of Experience	New Hire Salary
0	\$51,600
1	\$52,000
2	\$53,000
3	\$53,500
4	\$53,900
5	\$54,300
6	\$54,700
7	\$55,100
8	\$55,700
9	\$56,300
10	\$56,900
11	\$57,500
12	\$58,000
13	\$58,400
14	\$59,200
15	\$60,000
16	\$61,000
17	\$62,050
18	\$63,100
19	\$64,150
20	\$65,150
21	\$66,150
22	\$67,150
23	\$68,150
24	\$69,200
25	\$69,900
26	\$70,600
27	\$71,200
28	\$71,800
29	\$72,770
30+	\$72,820

Continuing Teachers above step 30 will receive an increase of

\$2,000

The salaries listed above are based on 10-month employment for the 2024-2025 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

2024-2025 Administrative Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$277.05	\$332.46	\$387.87
	ARD Facilitator	195	187 Days	51,808	62,170	72,532
	Coordinator, Outreach Liaison	195	195 Days	54,025	64,830	75,635
	Coordinator, Transition/SHARS Specialist	187				
	Speech Pathologist Asst	187				
2			Daily	\$290.90	\$349.08	\$407.26
	Instructional Specialist	202	195 Days	56,726	68,071	79,416
	Instructional Technologist	210	202 Days	58,762	70,514	82,267
	Instructional Technician Specialist	225	210 Days	61,089	73,307	85,525
	Librarian	195	225 Days	65,453	78,543	91,634
	Nurse (RN)	195				
3			Daily	\$296.72	\$356.07	\$415.41
	Athletics Trainer	210	187 Days	55,487	66,585	77,682
	College & Career Advisor	200	195 Days	57,860	69,434	81,005
	Counselor, ES	187	200 Days	59,344	71,214	83,082
	Counselor, Primary	195	210 Days	62,311	74,775	87,236
	Counselor, MS	210				
	Diagnostician	195				
	Occupational Therapist	195				
	Social Worker	195				
	Special Education Counselor	195				
	Speech Pathologist	187, 195				
4			Daily	\$304.14	\$364.97	\$425.80
	Campus Special Programs/Testing, ES	210	195 Days	59,307	71,169	83,031
	Counselor, HS	210	210 Days	63,869	76,644	89,418
	Counselor, GCHS/AEP/SES/ECHS	210	225 Days	68,432	82,118	95,805
	Social Worker (LMSW)	195				
	Systems Administrator	225				
5			Daily	\$307.18	\$368.62	\$430.05
	Asst Principal, ES	210	195 Days	59,900	71,881	83,860
	Asst Principal, Primary	210	210 Days	64,508	77,410	90,311
	Campus Special Programs/Testing, HS	220	220 Days	67,580	81,096	94,611
	Coordinator, SPED Behavior	210	225 Days	69,116	82,940	96,761
	Coordinator, SPED Co-Op	210				
	Coordinator, Curriculum & Instruction	225				
	School Psychologist	195, 210				
6			Daily	\$313.32	\$375.99	\$438.65
	Asst Principal, MS	220	220 Days	68,930	82,718	96,503
	Director, School Nutrition	225	225 Days	70,497	84,598	98,696
	Director, Transportation	238	238 Days	74,570	89,486	104,399

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Asst Principal, HS	220
Director, Bands	225
Director, CTE & Technology	225
Director, Grants & Development	220

Daily	\$322.72	\$384.54	\$446.35
220 Days	70,998	84,599	98,197
225 Days	72,612	86,522	100,429

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Principal, ES	202, 220
Principal, Primary	220
Principal, GCHS/AEP & Coordinator, Student Services	210
Director, Curriculum & Instruction	225
Director, Operations	238

Daily	\$345.10	\$409.98	\$474.86
202 Days	69,710	82,816	95,922
210 Days	72,471	86,096	99,721
220 Days	75,922	90,196	104,469
225 Days	77,648	92,246	106,844
238 Days	82,134	97,575	113,017

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Director, Athletics	225
Director, Student Services	225
Director, SPED Co-Op	225
Principal, MS	220

Daily	\$372.41	\$442.63	\$512.85
220 Days	81,930	97,379	112,827
225 Days	83,792	99,592	115,391

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Principal, HS	225
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Daily	\$415.95	\$488.78	\$561.60
225 Days	93,589	109,976	126,360

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Asst Superintendent, Business & Finance	225
Asst Superintendent, Curriculum & Instruction	225

Daily	\$472.10	\$528.11	\$584.11
225 Days	106,223	118,825	131,425

2024-2025 Auxiliary Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.23	\$17.81	\$20.40
	Custodian	233	233 Days	28,389	33,198	38,026
	Custodian/Mail Clerk	233				
2			Hourly	\$16.00	\$18.63	\$21.26
	School Nutrition Worker	178	178 Days	22,784	26,529	30,274
3			Hourly	\$16.49	\$19.29	\$22.08
	Asst. Manager, School Nutrition HS	178	178 Days	23,482	27,469	31,442
	Bus Service Technician Fuel	238	233 Days	30,737	35,957	41,157
	Lead Custodian	233	238 Days	31,397	36,728	42,040
	School Nutrition - Cook	178				
	School Nutrition - Courier	178				
4			Hourly	\$17.76	\$20.79	\$23.80
	General Maintenance	238	178 Days	25,290	29,605	33,891
	Manager, School Nutrition ES	178	238 Days	33,815	39,584	45,315
	Manager, School Nutrition PS	178				
5			Hourly	\$18.66	\$21.85	\$25.02
	Manager, School Nutrition HS	178	178 Days	26,572	31,114	35,628
	Manager, School Nutrition MS	178				
6			Hourly	\$19.54	\$23.06	\$26.57
	Carpenter	238	238 Days	37,204	43,906	50,589
	Mechanic, Helper	238				
	Painter	238				
	Plumber, Asst	238				
7			Hourly	\$21.09	\$24.89	\$28.67
	Electrician, Licensed	238	225 Days	37,962	44,802	51,606
	HVAC Technician, Asst	238	238 Days	40,155	47,391	54,588
	Supervisor, School Nutrition	225				
8			Hourly	\$24.31	\$28.44	\$32.57
	Electrician, Journeyman	238	238 Days	46,286	54,150	62,013
	HVAC Technician, Licensed	238				
	Mechanic, Master	238				
	Plumber, Master	238				

Job Title	Calendar	Hourly Rate
Bus Monitor	174	17.85
Bus Driver	174	28.35

2024-2025 Clerical Technical Pay Plan

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
1			Hourly	\$15.48	\$18.27	\$21.06
	Educational Aide	180	180 Days	22,291	26,309	30,326
	Clerk/Receptionist	180, 187, 195, 225	187 Days	23,158	27,332	31,506
			195 Days	24,149	28,501	32,854
			225 Days	27,864	32,886	37,908
2			Hourly	\$16.24	\$19.19	\$22.13
	Educational Aide, Bilingual	180	180 Days	23,386	27,634	31,867
	Educational Aide, ISS	180				
	Educational Aide, Lab	180				
	Educational Aide, Library Technician	180				
	Educational Aide, Sped	180				
	District Attendance Officer	180				
3			Hourly	\$16.75	\$19.90	\$23.04
	Certified Nursing Assistant	187	180 Days	24,120	28,656	33,178
	Educational Aide, Sped Severe Need*	180	187 Days	25,058	29,770	34,468
	*Lifeskills, ECSE, Autistic, BAP/FOCUS, 1:1					
4			Hourly	\$18.17	\$21.44	\$24.71
	Admin Asst, Fine Arts Department	215	180 Days	26,165	30,874	35,582
	Clerk, Attendance HS	180	195 Days	28,345	33,446	38,548
	Educational Aide, Secondary Library Technician	180	200 Days	29,072	34,304	39,536
	Secretary, Attendance MS	195	215 Days	31,252	36,877	42,501
	Secretary, Counselor HS	200	225 Days	32,706	38,592	44,478
	Secretary, HR	225				
5			Hourly	\$18.85	\$22.31	\$25.77
	PEIMS Specialist	220	195 Days	29,406	34,804	40,201
	Secretary, Counselor/PEIMS MS	210	210 Days	31,668	37,481	43,294
	Secretary, PEIMS Prim	210	215 Days	32,422	38,373	44,324
	Secretary, PEIMS ES	215	220 Days	33,176	39,266	45,355
	Secretary, Principal ES	195, 215	225 Days	33,930	40,158	46,386
	Secretary, Principal MS	220				
	Secretary, Principal Primary	210				
6			Hourly	\$19.70	\$23.26	\$26.82
	Admin Asst, Athletics	225	195 Days	30,732	36,286	41,839
	Bookkeeper, HS	210	200 Days	31,520	37,216	42,912
	Registrar, HS	220	210 Days	33,096	39,077	45,058
	Secretary, Principal HS	210	220 Days	34,672	40,938	47,203
	Secretary, School Nutrition	200	225 Days	35,460	41,868	48,276
	Secretary, SEMS (Sped Records)	195				

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Admin Asst, Business Finance	225
Admin Asst, Curriculum & Instruction	225
Admin Asst, Special Education Director	225
Computer Technician I	225
Coordinator, Community Education	225
Coordinator, Facilities	238
Interpreter, Deaf Education	180
LVN	195
Purchasing Specialist	225

Hourly		\$21.82	\$25.76	\$29.69
180	Days	31,421	37,094	42,754
195	Days	34,039	40,186	46,316
225	Days	39,276	46,368	53,442
238	Days	41,545	49,047	56,530

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Computer Technician II	225
Coordinator, PEIMS	225
Financial Assistant	225
Coordinator, Human Resources	225
Payroll Specialist	225

Hourly		\$27.30	\$32.23	\$37.15
225	Days	49,140	58,014	66,870

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Admin Asst, Superintendent	225
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Hourly		\$27.97	\$33.30	\$38.62
225	Days	50,346	59,940	69,516

2024-2025 Extra Duty Stipend

Category	Assignment	Level	Stipend
Academics			
	Grade Level Chair	PS	1,100
	Yearbook	PS	300
	Grade Level Chair	ES	1,100
	Science Fair Sponsor	ES	550
	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 (Bilingual Certified)	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
	National Junior Honor Society	MS	500
	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
	Ag Science Teacher	HS	2,500
	Bash Fishing Team Sponsor	HS	1,500
	Career & Technical Student Organization	HS	2,500
	CTE, Summer	HS	2,500
	CTE, Instructor (per CTE class period taught)	HS	450
	CPI Trainer	HS	875
	Department Head	HS	2,000
	ESL Records Tracker	HS	1,375
	Lead Counselor	HS	2,000
	Math – Hiring Incentive (Certified)	HS	1,000
	Math – Full Time High Need (Certified)	HS	2,000
	National Honor Society	HS	1,000
	NJROTC	HS	2,500
	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
	District Library Coordinator	ALL	3,000
	Fitnessgram Facilitator - PE/Health K-12	ALL	1,000
	Mentor Beginning Teacher (entire year)	ALL	1,000

Mentor Student Teacher (per semester)	ALL	520
Special Education Teacher - Severe Needs	ALL	2,000
Lead Speech Pathologist/School Psychologist	ALL	2,000
Speech Pathologist Stipend (High Need)	ALL	2,000
Speech Pathologist/LSSP Intern Supervisor	ALL	3% of annual pay
Speech Pathologist Assistant Stipend (High Need)	ALL	1,000
School Psychologist Stipend (High Need)	ALL	2,000
Translator (added to hourly rate)	ALL	900

Athletics

Athletic Coordinator, MS	MS	3,500
Basketball	MS	3,000
Cheerleading, Asst Coach	MS	1,250
Cheerleading, Head Coach	MS	2,750
Cross Country, Head Coach	MS	2,500
Football	MS	3,500
Golf	MS	1,500
Soccer	MS	2,500
Tennis	MS	3,000
Track	MS	2,500
Volleyball	MS	3,000
Athletic Coordinator	HS	5,800
Baseball, Asst Coach	HS	4,500
Baseball, Head Coach	HS	7,500
Basketball, Asst Coach	HS	4,500
Basketball, Head Coach	HS	7,500
Cheerleading, Asst Coach	HS	4,000
Cheerleading, Head Coach	HS	7,000
Cross Country, Asst Coach	HS	4,000
Cross Country, Head Coach	HS	7,000
Football, Head Coach	HS	7,500
Football, Asst Coach	HS	6,000
Football, Defensive Coordinator	HS	750
Football, Offensive Coordinator	HS	750
Football, Special Teams Coordinator	HS	500
Football, Video Coordinator	HS	1,000
Golf, Asst Coach (Fall)	HS	2,500
Golf, Asst Coach (Spring)	HS	2,500
Golf, Head Coach (Fall)	HS	3,750
Golf, Head Coach (Spring)	HS	3,750
Powerlifting	HS	3,600
Soccer, Asst Coach	HS	4,500
Soccer, Head Coach	HS	7,500
Softball, Asst Coach	HS	4,500
Softball, Head Coach	HS	7,500
Strength & Conditioning	HS	5,500
Swim, Head Coach	HS	6,000
Tennis, Asst Coach (Fall)	HS	3,500
Tennis, Asst Coach (Spring)	HS	3,500

Tennis, Head Coach (Fall)	HS	5,500
Tennis, Head Coach (Spring)	HS	5,500
Track, Asst Coach	HS	4,500
Track, Head Coach Boys	HS	7,000
Track, Head Coach Girls	HS	7,000
Volleyball, Asst Coach	HS	4,500
Volleyball, Head Coach	HS	7,500

Performing Arts

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
Fine Arts Coordinator	HS	3,000
Theatre, Curator	HS	6,000
Theatre, One Act Play	HS	2,500
Video Board Coordinator	HS	2,500

Other

Bus Driver Recruitment Incentive	500
Bus Driver Hiring Incentive	500
Bus Driver Retention Incentive	500
School Nutrition Attendance Incentive (Monthly)	200

2024 – 25 Extra Duty Pay

Description	Hourly Rate
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Summer School Teacher	40.00
Summer School Paraprofessional	17.50
Summer Planning Facilitator	30.00
Summer Planning Teacher	25.00
Non-CDL Required Student Transportation Driving	18.00

Description	Daily Rate
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Non-Contract Day

Required Professional Development* *refer to additional details regarding this policy	160.00
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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 at the end of their contract, 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 \$365.00 per month toward TRS ActiveCare health insurance premiums for participating employees.

2024 – 2025 Substitute Pay Schedule

Regular Substitute Rates	Daily Rate
Teacher (Texas SBEC Certified)	\$140
Teacher (Non Texas SBEC Certified)	\$110
RN, LVN Certified (subbing nurse role)	\$140
RN, LVN, Paraprofessional	\$110
Clerical	\$100

Long Term Substitute Teacher Rates	Daily Rate	
	20+ Days	40+ Days
Texas SBEC Certified	\$160	\$180
Non Texas SBEC Certified	\$110	\$110

To be eligible for long term sub pay cannot have 2 consecutive absences or 4 total absences in the same long-term sub assignment.

Auxiliary Substitute Rates	Hourly Rate
Food Service	16.00
Custodial	15.23
Bus Driver	28.35
Bus Monitor	17.85

All non-exempt substitutes shall be paid in compliance with the FLSA, including overtime for all hours worked in workweek in excess of 40 hours.