

DRIPPING SPRINGS  
INDEPENDENT SCHOOL DISTRICT



Compensation Plan

Amended 11.13.23

School Year  
2023-2024

## Table of Contents

---

Introduction .....	1
One-Time, Lump-Sum Payment .....	2
Teacher Compensation Scale .....	3
Teacher Stipends .....	4
Teacher Incentive Allotment .....	4
High School Stipends .....	6
High School Athletic Stipends .....	7
Middle School Stipends .....	8
Elementary School Stipends .....	9
Learning & Innovation and Special Services Stipends .....	10
Clerical/Technical Compensation Scale .....	11
Auxiliary Compensation Scale .....	13
Child Nutrition Compensation Scale .....	15
Transportation Compensation Scale .....	16
Transportation Retention Payment .....	17
Administrative/Professional Compensation Scale .....	18
Personal Vehicle Allowance .....	21
Supplemental/Temporary Employment Pay .....	22
Community Services Seasonal Pay .....	23
Substitute Pay .....	24

## Introduction

---

The DSISD 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.

This Plan is administered according to the *Compensation Plan Guidelines*, an HR publication that is updated as administratively necessary and approved annually by the Superintendent of Schools.

Dripping Springs 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.

# **Dripping Springs Independent School District**

## **One-Time, Lump-Sum Payment**

---

### **PROGRAM DISCLAIMER**

*One-time, lump-sum payments are not guaranteed from year to year, do not activate without additional Superintendent recommendation and Board action within the current school year, and cannot be determined until the financial state of the district has been thoroughly assessed by the district's Chief Financial Officer.*

In addition to the regular compensation outlined in the 2023-2024 Compensation Plan (the Plan), the Plan also allows the option for the Superintendent to recommend, and the Board of Trustees to authorize, one-time, lump-sum compensation payment(s) during the school year (2023-2024) to eligible district employees (see eligibility parameters below) if the following fiscal parameters are met.

### **Fiscal Parameters**

The Superintendent may recommend, and the Board of Trustees may approve, one-time, lump-sum employee compensation payment to all eligible district employees (defined below) within the following financial conditions:

1. The district experiences a financial surplus for the 2022-2023 fiscal year;
2. Legislative action through a special session of the 88<sup>th</sup> Legislative session results in additional revenues to the district;
3. The Chief Financial Officer determines funds under the ESSER grant will expire without full utilization; and/or
4. The district's other financial obligations and issuance of the one-time, lump-sum compensation payment would not create a financial hardship for the District.

### **Employee Eligibility Parameters**

If authorized by the Board of Trustees, in order to be eligible to receive the one-time, lump-sum employee compensation payment detailed above, a district employee must meet the following eligibility parameters:

1. Employee is employed by the district in a substitute, permanent part-time, or permanent full-time position at the time the payment is authorized by the Board of Trustees;
2. Employee must be working, or on approved medical leave, at the time the payment is issued;
3. District employment must have begun with the district before Board adoption of the one-time, lump-sum payment;  
and
4. Employee intends to continue employment through the end of the school year for 10- or 11- month employees and through the end of the fiscal year for 12-month employees, and has not:
  - a. indicated an intent to resign prior to the end of the employee's duty days;
  - b. been terminated, or proposed for termination;
  - c. been non-renewed or proposed for nonrenewal;  
and/or
  - d. otherwise provided documentation showing an intent to separate from employment prior to the end of the employee's duty year, prior to the payment of the one-time, lump-sum compensation being issued.

Regardless of the employment parameters listed in section 4 above, retiring employees are eligible to receive a pro-rata, lump-sum payment based on the number of days worked out of his/her contracted duty days for the 2023-2024 school year.

## Dripping Springs Independent School District Teacher Compensation Scale

---

Years of Experience	Salary
0	\$ 55,250
1	\$ 55,550
2	\$ 55,850
3	\$ 56,170
4	\$ 56,470
5	\$ 56,770
6	\$ 57,170
7	\$ 57,670
8	\$ 58,170
9	\$ 58,670
10	\$ 59,170
11	\$ 59,670
12	\$ 60,170
13	\$ 60,670
14	\$ 61,170
15	\$ 61,670
16	\$ 62,170
17	\$ 62,670
18	\$ 63,170
19	\$ 63,670
20	\$ 64,170
21	\$ 64,670
22	\$ 65,170
23	\$ 65,685
24	\$ 66,313
25	\$ 66,931
26+	\$ 67,549

<b>Hiring Range Minimum</b>	<b>\$ 55,250</b>
<b>Hiring Range Maximum</b>	<b>\$ 67,549</b>
<b>Continuing Teacher Range Maximum</b>	<b>\$ 75,770</b>

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. Step placement for DSHS Career & Technology Education teachers will be determined as described in the *Compensation Plan Guidelines*.

## Dripping Springs Independent School District Teacher Stipends

Stipend	Eligibility	Payment Type	Amount
<b>General Master's Degree</b>	Degree obtained by September 1, 2023	Annualized and paid throughout the year	<b>\$1,000</b>
<b>Assignment-Specific Stipends:</b>			
<b>Bilingual Assignment (Elementary)</b>	Certified and assigned to teach full time in an elementary bilingual classroom setting	Annualized and paid throughout the year	<b>\$7,000</b>
<b>ELL / ESL Support Assignment (Secondary)</b>	Certified and assigned to teach full time in a secondary ESL/ELL classroom support setting	Annualized and paid throughout the year	<b>\$1,500</b>
<b>Special Education – Inclusion/Resource</b>	Certified and assigned to teach full time in a Special Education resource or inclusion setting	Annualized and paid throughout the year	<b>\$2,000</b>
<b>Special Education – FOCUS/ECSE/18+</b>	Certified and assigned to teach full time in a Special Education FOCUS, ECSE, or 18+ Setting	Annualized and paid throughout the year	<b>\$3,000</b>
<b>Special Education – ACC/SLC/STARS</b>	Certified and assigned to teach full time in a Special Education Alternative Curriculum Classroom (ACC), Structured Learning Classroom (SLC), or a Social Training and Regulation Support Classroom (STARS)	Annualized and paid throughout the year	<b>\$4,000</b>
<b>Subject Area Master's Degree</b>	Assigned to teach full time in the same subject field as the Master's degree obtained	Annualized and paid throughout the year	<b>\$2,000</b>
<b>Supplemental Duty Stipend:</b>			
<b>Mentor Teacher</b>	Assigned as a formal mentor teacher through the L&I Mentoring Program	Lump Sum - May	<b>\$500</b>
<b>Additional Section</b>	Assigned to be Teacher of Record for an additional section	Annualized and paid throughout the year	<b>1/8 Teacher's Annual Base Salary</b>

### Eligibility Criteria

- Teacher stipend eligibility is based on full-time, 10-month employment as a teacher.
- Teachers must provide direct classroom instruction for at least ½ of the school day to be eligible for these stipends.
- Stipends will be prorated based on the percentage of the day spent in the teaching assignment listed above.
- Stipends will be prorated for part-time teachers (calculated at ½ the stipend amount) and for teachers who are not employed for the entire school year (calculated by number of days served in the contract year).
- Teachers who meet the above criteria for the Master's degree stipends must provide official transcripts to HR by **December 1** to be eligible for stipend distribution.
- Teachers who have a Master's degree and teach full time in the same subject field as their degree are eligible for both the general Master's degree stipend and the Subject Area Master's degree stipend. Master's degrees in school administration, educational leadership, school counseling, Curriculum & Instruction, or similar administrative fields do not qualify for this stipend, unless the transcript of the degree shows a specialization within the subject area of a teacher's current assignment (which is typically indicated by 18 or more specified hours of course work within the subject area).
- Special Education teachers will receive **one** special education stipend in the amount pursuant to the teaching assignment as listed on the table above.

### Teacher Incentive Allotment

For any funds received by Dripping Springs ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, or 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.

## Dripping Springs Independent School District High School Stipends

---

### Leadership

Leadership Stipend (10)	\$2,000*
-------------------------	----------

### Academic

AP Testing Coordinator	\$1,000*
Class Sponsor, 9th	\$500*
Class Sponsor, 10th	\$500*
Class Sponsor, 11th/Prom Coordinator	\$1,000*
Class Sponsor, 12th	\$500*
FFA Advisor	\$5,000
Graduation Coordinator	\$2,000*
National Honor Society Sponsor	\$1,000*
National Honor Society, Assistant Sponsor	\$500*
PALS Sponsor	\$1,000
Speech & Debate Sponsor	\$10,000
Speech & Debate, Assistant Sponsor	\$3,500
Student Council Sponsor	\$2,500
UIL/Academic Event Coach	\$800*
UIL/Academic Event Coordinator	\$3,500
UT On-Ramps Teacher	\$1,000
Yearbook/Newspaper Sponsor	\$4,000

### Performing Arts

Band, Assistant Director	\$10,000
Cheerleading, Varsity Sponsor	\$6,000
Cheerleading, Junior Varsity Sponsor	\$3,500
Choir Director	\$6,000
Hi-Steppers, Head Sponsor	\$6,000
Hi-Steppers, Assistant Sponsor	\$3,500
Orchestra Director	\$6,000
Theatre/OAP Director	\$10,000
Technical Theatre Director	\$5,000
Theatre/OAP, Assistant Director	\$3,500

#### Notes

- Stipends indicated with an asterisk are paid in May; all other stipends are annualized and paid evenly per paycheck throughout the year.
- If a staff member is not employed with DSISD for the entire year, stipends will be prorated for any supplemental-duty assignment based on percentage of the assignment(s) completed.
- Academic and UIL events approved for stipends are located in Appendix E of the *Compensation Plan Guidelines*.

## Dripping Springs Independent School District High School Athletic Stipends

---

<b>Athletics</b>
------------------

Baseball, Assistant Coach	\$4,000
Baseball, Head Coach	\$7,000
Basketball, Assistant Coach	\$4,500
Basketball, Head Coach	\$7,500
Cross Country, Assistant Coach	\$3,750
Cross Country, Head Coach	\$5,500
Football, Assistant Coach	\$7,000
Golf, Assistant Coach	\$4,500
Golf, Head Coach	\$6,500
Gym Coordinator	\$8,000
Powerlifting Coach	\$4,000
Soccer, Assistant Coach	\$4,200
Soccer, Head Coach	\$7,500
Softball, Assistant Coach	\$4,000
Softball, Head Coach	\$7,000
Swim, Assistant Coach	\$4,200
Swim, Head Coach	\$6,500
Tennis, Assistant Coach	\$4,200
Tennis, Head Coach	\$6,500
Track, Assistant Coach	\$4,000
Track, Head Coach	\$6,500
Video Coordinator	\$2,000
Volleyball, Assistant Coach	\$4,500
Volleyball, Head Coach	\$7,500
Wrestling, Assistant Coach	\$3,750
Wrestling, Head Coach	\$5,500

### Notes

- Athletic stipends are annualized and paid evenly per paycheck throughout the year.
- If a coach is not employed with DSISD for the entire year, stipends will be prorated for any coaching assignment based on percentage of the assignment(s) completed.

## Dripping Springs Independent School District Middle School Stipends

---

### Leadership

Leadership Stipend (9)	\$1,000*
Lighthouse Coordinator (1)	\$500*

### Academic

National Junior Honor Society Sponsor	\$750*
Student Council Sponsor	\$1,500
UIL/Academic Event Coach	\$500*
UIL/Academic Event Coordinator	\$2,000*
Yearbook/Newspaper Sponsor	\$1,500

### Performing Arts

Band, Director	\$8,500
Band, Assistant Director	\$7,500
Choir Director	\$3,000
Cheerleading Sponsor	\$3,000
Dance Sponsor	\$1,500
Theatre/OAP Director	\$3,500
Theatre/OAP Assistant Director	\$2,000

### Athletics

Athletic Coordinator	\$2,000
Basketball Coach	\$2,000
Cross Country Coach	\$2,000
Football Coach	\$3,000
Golf Coach	\$2,000
Soccer Coach	\$2,000
Tennis Coach	\$2,000
Track Coach	\$2,000
Volleyball Coach	\$2,000

### Notes

- Stipends indicated with an asterisk are paid in May; all other stipends are annualized and paid evenly per paycheck throughout the year.
- If a staff member is not employed with DSISD for the entire year, stipends will be prorated for any supplemental-duty/coaching assignment based on percentage of the assignment(s) completed.
- Academic and UIL events approved for stipends are located in Appendix E of the *Compensation Plan Guidelines*.



## Dripping Springs Independent School District Elementary School Stipends

---

<b>Leadership</b>
-------------------

Leadership Stipend (9)	\$800*
Lighthouse Coordinator Stipend (1)	\$500*

<b>Academic</b>
-----------------

UIL/Academic Event Coach	\$400*
UIL/Academic Event Coordinator	\$1,000*

### Notes

- Stipends indicated with an asterisk are paid in December or May upon completion of duties; all other stipends are annualized and paid evenly per paycheck throughout the year.
- If a staff member is not employed with DSISD for the entire year, stipends will be prorated for any supplemental-duty assignment based on percentage of the assignment(s) completed.
- Academic and UIL events approved for stipends are located in Appendix E of the *Compensation Plan Guidelines*.

**Dripping Springs Independent School District**  
**Learning & Innovation and Special Services Stipends**

---

<b>Special Services</b>
-------------------------

Bilingual LSSP/SLP Services	\$5,500
Early Childhood Lead	\$2,000
CALT Certified Dyslexia Specialist	\$1,000
Related Services Lead	\$2,000
School Psychology Services Lead	\$2,000
Secondary Transition Services Lead	\$2,000
Special Olympics Head of Delegation	\$2,000
Speech Therapy Services Lead	\$2,000

**Notes**

- The stipends above are annualized and paid evenly per paycheck throughout the year.
- Stipends will be prorated for those who are not employed for the entire school year (calculated by number of days served in the contract year).

## Dripping Springs Independent School District Clerical/Technical Compensation Scale

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1							
	Child Care Provider	187					
	Instructional Aide – Bilingual	187					
	Instructional Aide – CL&I	187					
	Instructional Aide – PE	187					
	Instructional Aide – Pre-K	187					
	Receptionist – ES, MS, HS	187					
	*Special Education Aide – Incl./Res.	187					
2							
	Attendance Clerk – HS, MS	197					
	Behavior Support Ass’t – ISS, DAEP	187					
	Lead Child Care Provider	187					
	*Special Education Aide – ECSE	187					
	*Special Education Aide – FOCUS	187					
3							
	Admin. Assistant I, 10-Month	187, 197					
	Admin. Assistant I, 11-Month	207					
	Admin Assistant I, 12-Month	226					
	PEIMS Specialist	207					
	Records Specialist – Special Educ.	215					
	*Special Education Aide – ACC	187					
	*Special Education Aide - Job Coach	187					
	*Special Education Aide – SLC	187					
	*Special Education Aide – STARS	187					

Hourly		\$15.15	\$18.04	\$20.93
187	Days			

Hourly		\$16.00	\$19.05	\$22.10
187	Days			
197	Days			

Hourly		\$17.00	\$20.24	\$23.48
187	Days			
197	Days			
207	Days			
215	Days			
226	Days			

**\*Employee will receive \$3.00  
differential in hourly calculation.**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>4</b>			<b>Hourly</b>	<b>\$19.00</b>	<b>\$22.62</b>
	Admin. Assistant II - Athletics	197	<b>197 Days</b>		<b>\$26.24</b>
	Admin. Assistant II – ES Principal	226	<b>226 Days</b>		
	Admin. Assistant II – MS Principal	226			
	Bookkeeper – HS	226			
	Registrar – HS	226			
<b>5</b>			<b>Hourly</b>	<b>\$21.50</b>	<b>\$25.59</b>
	Accounts Payable Specialist	226	<b>226 Days</b>		<b>\$29.68</b>
	Admin. Assistant III – Athletics	226			
	Admin. Assistant III – Child Nutrition	226			
	Admin. Assistant III – Community Services	226			
	Admin. Assistant III – Facilities & Construction	226			
	Admin. Assistant III – HR	226			
	Admin. Assistant III – L&I	226			
	Admin. Assistant III – Special Services	226			
	Admin. Assistant III – Technology	226			
	Admin. Assistant III – Transportation	226			
	Admin. Assistant III – HS Principal	226			
	Assistant Child Care Director	226			
<b>6</b>			<b>Hourly</b>	<b>\$25.00</b>	<b>\$29.76</b>
	Accounting Specialist	226	<b>226 Days</b>		<b>\$34.52</b>
	District PEIMS Specialist	226			
	HR Certification Specialist	226			
	HR Specialist	226			
	Information Systems Specialist	226			
	Payroll Specialist	226			
	Technical Support Specialist	226			
<b>7</b>			<b>Hourly</b>	<b>\$31.75</b>	<b>\$37.80</b>
	Technical Support Coordinator	226	<b>226 Days</b>		<b>\$43.85</b>

## Auxiliary Compensation Scale

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>			<b>Hourly</b>	<b>\$15.15</b>	<b>\$18.04</b>
			<b>\$20.93</b>		
	Crossing Guard	175	175 Days		
	Lunch Monitor	175	177 Days		
	Security Monitor* – HS	177			
<b>2</b>			<b>Hourly</b>	<b>\$16.00</b>	<b>\$19.05</b>
			<b>\$22.10</b>		
	Custodian	240	177 Days		
	JHall Attendance Monitor	177	240 Days		
	Maintenance – Groundskeeper	250	250 Days		
<b>3</b>			<b>Hourly</b>	<b>\$17.00</b>	<b>\$20.24</b>
			<b>\$23.48</b>		
	Lead Custodian	240	240 Days		
	Maintenance - General Worker	250	250 Days		
<b>4</b>			<b>Hourly</b>	<b>\$19.00</b>	<b>\$22.62</b>
			<b>\$26.24</b>		
	Head Campus Custodian – ES	250	250 Days		
<b>5</b>			<b>Hourly</b>	<b>\$21.00</b>	<b>\$25.00</b>
			<b>\$29.00</b>		
	Head Campus Custodian – MS	250	250 Days		
	Maintenance – Certified Pest Management	250			
	Maintenance – Skilled Trades	250			
<b>6</b>			<b>Hourly</b>	<b>\$23.00</b>	<b>\$27.38</b>
			<b>\$31.76</b>		
	Head Campus Custodian – HS	250	250 Days		

Pay Grade	Job Title	Calendars
<b>7</b>		
	HVAC Coordinator/Trainer	250
	Licensed Electrician	250
	Licensed HVAC Technician	250
	Licensed Plumber	250
	Licensed Water Manager	250
	Special Systems Technician	250
	Warehouse Supervisor	250

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$25.00</b>	<b>\$29.76</b>	<b>\$34.52</b>
<b>250 Days</b>			

\*Annual calculations are based on full-time employment (40-hour workweek) unless otherwise noted. Employees regularly scheduled to work less than 40 hours per week will make proportionately less pay.

## Child Nutrition Compensation Scale

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>	Child Nutrition Specialist*	181	<b>\$18.00</b>	<b>\$21.43</b>	<b>\$24.86</b>
			<b>181</b>	<b>Days</b>	
<b>2</b>	Child Nutrition Assistant Manager – ES, MS	185	<b>\$19.00</b>	<b>\$22.62</b>	<b>\$26.24</b>
			<b>185</b>	<b>Days</b>	
<b>3</b>	Child Nutrition Manager - ES	185	<b>\$20.00</b>	<b>\$23.81</b>	<b>\$27.62</b>
			<b>185</b>	<b>Days</b>	
<b>4</b>	Child Nutrition Assistant Manager – HS	185	<b>\$21.00</b>	<b>\$25.00</b>	<b>\$29.00</b>
	Child Nutrition Manager – MS	185	<b>185</b>	<b>Days</b>	
<b>5</b>	Child Nutrition Manager – HS	185	<b>\$22.00</b>	<b>\$26.19</b>	<b>\$30.38</b>
			<b>185</b>	<b>Days</b>	

\*Annual calculations are based on full-time employment (40-hour workweek) unless otherwise noted. Employees regularly scheduled to work less than 40 hours per week will make proportionately less pay.

Child Nutrition staff hourly pay placement on the above scale is subject to mid-year adjustment based on the Child Nutrition Certification Pay Program in the *Compensation Plan Guidelines*.

## Transportation Compensation Scale

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>	Bus Monitor*	177	Hourly	\$19.00	\$22.62
			177 Days	\$26.24	
<b>2</b>	Bus Driver*	177	Hourly	\$30.00	\$34.80
	Bus Driver - Cover (+ \$.50 /hr)	177	177 Days	\$40.02	
	Bus Dispatcher/Trip Coordinator (+ \$1.00/hr)	226	226 Days		
	Bus Mechanic (+ \$1.00/hr)	226			
	Bus Routing Specialist (+ \$1.00/hr)	226			
	Bus Training/Safety Specialist (+ \$1.00/hr)	226			
<b>3</b>	Certified Bus Mechanic	226	Hourly	\$32.60	\$37.82
			226 Days	\$43.50	
<b>4</b>	Transportation Shop Foreman	226	Hourly	\$35.43	\$41.11
			226 Days	\$47.28	

\*Annual calculations are based on full-time employment (40-hour workweek) unless otherwise noted. Employees regularly scheduled to work less than 40 hours per week will make proportionately less pay.



**Dripping Springs Independent School District  
Transportation Retention Payment**

---

Position	Amount
Full-time Bus Driver	\$1,000
Part-time Bus Driver	\$500
Full-time Bus Monitor	\$500
Part-time Bus Monitor	\$250

**Notes**

- Employee is employed by the district in a permanent part-time, or permanent full-time position at the time the payment.
- Employee must be working, or on approved medical leave, at the time the payment is issued.

# Dripping Springs Independent School District

## Administrative/Professional Compensation Scale

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1						
	Child Nutrition Supervisor	226				
	Community Education Coordinator	226				
	Community Services Programs Coordinator	226				
	District Recruiter	226				
	Groundskeeping Supervisor	240				
2						
	Communications Specialist	226				
	Color Guard Instructor	187				
	Executive Admin. Assistant	226				
	Facilities Use Coordinator	226				
	HR Coordinator	226				
	Network Analyst	226				
	Purchasing Coordinator	226				
	School Marshal	215				
3						
	Accountant	226				
	Assistant Director – Transportation	226				
	Auditorium Manager	226				
	Child Care Director	226				
	Testing / Portfolio Coordinator – HS	197				
	Custodial Supervisor	240				
	Data Systems Coordinator	226				
	Data Systems Coordinator	226				
	Facilitator of Learning & Innovation (FLI)	207				
	Nurse – RN	192				
	Payroll Coordinator	226				
	PEIMS Coordinator – District	226				

# Dripping Springs Independent School District

## Administrative/Professional Compensation Scale

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
<b>1</b>			<b>Daily</b>	<b>\$222.60</b>	<b>\$265.00</b>
	Child Nutrition Supervisor	226	<b>226 Days</b>		<b>\$307.40</b>
	Community Education Coordinator	226	<b>240 Days</b>		
	Community Services Programs Coordinator	226			
	District Recruiter	226			
	Groundskeeping Supervisor	240			
<b>2</b>			<b>Daily</b>	<b>\$266.01</b>	<b>\$316.68</b>
	Communications Specialist	226	<b>187 Days</b>		<b>\$367.35</b>
	Color Guard Instructor	187	<b>215 Days</b>		
	Executive Admin. Assistant	226	<b>226 Days</b>		
	Facilities Use Coordinator	226			
	HR Coordinator	226			
	Network Analyst	226			
	Purchasing Coordinator	226			
	School Marshal	215			
<b>3</b>			<b>Daily</b>	<b>\$295.54</b>	<b>\$351.83</b>
	Accountant	226	<b>187 Days</b>		<b>\$408.12</b>
	Assistant Director – Transportation	226	<b>192 Days</b>		
	Auditorium Manager	226	<b>197 Days</b>		
	Child Care Director	226	<b>207 Days</b>		
	Testing / Portfolio Coordinator – HS	197	<b>226 Days</b>		
	Custodial Supervisor	240	<b>240 Days</b>		
	Data Systems Coordinator	226			
	Data Systems Coordinator	226			
	Facilitator of Learning & Innovation (FLI)	207			
	Nurse – RN	192			
	Payroll Coordinator	226			
	PEIMS Coordinator – District	226			

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
4				Daily	\$313.27	\$372.94	\$432.61
	Assistant Director – Facilities	240	187	Days			
	Assistive Technology Specialist	197	192	Days			
	ARD Facilitator	197	197	Days			
	Athletic Coordinator	215	202	Days			
	Athletic Trainer	207	207	Days			
	Behavior Specialist	192	215	Days			
	Behavior Coordinator	215	226	Days			
	504 Coordinator	197, 207					
	Counselor– ES, MS	202					
	Diagnostician / LSSP	192, 197					
	Health Services Coordinator	202					
	Information Systems Administrator	226					
	Instructional Coach	197, 215					
	Instructional Coordinator	215					
	Low Incidence Coordinator	215					
	Low Incidence Specialist	192					
	LSSP Intern	187					
	Occupational Therapist	187					
	Physical Therapist	187					
	Teacher for Deaf & Hard of Hearing	187					
	Speech Language Pathologist	187, 197					
	Technical Support Administrator	226					
	Visual Impairment Instructor/Specialist	187					
5				Daily	\$332.07	\$395.32	\$458.57
	Assistant Director – Athletics	226	207	Days			
	Assistant Director – HR	226	215	Days			
	Assistant Principal – ES	207	220	Days			
	Assistant Principal – MS	215	226	Days			
	Counselor – HS	207					
	Counselor – HS Lead	220					
	Infrastructure/Cybersecurity Administrator	226					
	Intervention Services Supervisor	220					
	Mental Health Professional	215					
	Special Education Instructional Supervisor	220					
6				Daily	\$351.99	\$419.04	\$486.09
	Assistant Director – Special Services	226	215	Days			
	Assistant Principal – HS	215	220	Days			
	Band Director – HS	220	226	Days			
	Coordinator – Counseling Services	215					

Pay Grade	Job Title	Calendars
<b>7</b>		
	Director – Child Nutrition	226
	Director – Community Services	226
	Director – Finance	226
	Director – Safety	226
	Director – Assessment/Accountability/ Federal Programs	226
	Director – Transportation	226
	Principal – ES	226
	Project Manager – Facilities & Construction	240

	Minimum	Midpoint	Maximum
<b>Daily</b>	<b>\$376.63</b>	<b>\$448.37</b>	<b>\$520.11</b>
<b>226 Days</b>			
<b>240 Days</b>			

<b>8</b>		
	Director – Athletics	226
	Director – Counseling & Health Services	226
	Director – Elementary Education	226
	Director – Facilities & Construction	240
	Director – Secondary Education	226
	Director – Special Services	226
	Director – Technology	226
	Executive Director – Communications	226
	Principal – MS	226

<b>Daily</b>	<b>\$438.03</b>	<b>\$524.59</b>	<b>\$611.15</b>
<b>226 Days</b>			
<b>240 Days</b>			

<b>9</b>		
	Chief Human Resources Officer	226
	Principal – HS	226

<b>Daily</b>	<b>\$502.35</b>	<b>\$598.03</b>	<b>\$693.71</b>
<b>226 Days</b>			

<b>10</b>		
	Ass't Sup't – Learning & innovation	226
	Chief Financial Officer	226

<b>Daily</b>	<b>\$592.77</b>	<b>\$705.68</b>	<b>\$818.59</b>
<b>226 Days</b>			

<b>10</b>		
	Deputy Sup't – Finance & Operations	226

<b>Daily</b>	<b>\$818.20</b>	<b>\$974.05</b>	<b>\$1,129.90</b>
<b>226 Days</b>			

**Dripping Springs Independent School District**  
**Personal Vehicle Allowance**

---

<b>Tier</b>	<b>Monthly Vehicle Allowance</b>
Tier 1	\$100
Tier 2	\$200
Tier 3	\$300

**Notes**

- This vehicle allowance is a non-accountable (taxable) plan for the cost of in-district travel for employees filling the above-listed positions requiring travel throughout the district on a regular basis to fulfill the duties of that position.
- All other school personnel traveling in personal vehicles during the course of the regular business day as part of their job duties are eligible for reimbursement for in-district travel upon submission of mileage in accordance with Business Services administrative regulations.
- Commuting miles to/from work are not reimbursable for any employees.

## Dripping Springs Independent School District Supplemental/Temporary Employment Pay

Position	Assignment	Rate of Pay
Teachers		
	After School Detention	\$40.00 per hour
	Disciplinary Day Class	
	Homebound Instruction – General	
	Saturday School	
	Summer School/ESY	
	Test Monitor/Proctor (degreed/certified)	
	Tutoring/Extra-Duty Instruction	
	Providing Professional Development (Off contract)	
Instructional Aides		
	Disciplinary Day Class	\$17.00 per hour
	Summer School/ESY	
	Tutoring/Extra-Duty Instruction	
Special Services Professional Support Staff		
	Summer/ESY Support Services	\$45.00 per hour
	Summer/ESY Nurse	\$45.00 per hour
	Homebound Instruction - Special Education (certification required)	\$45.00 per hour
	Respite Care Provider	\$20.00 per hour
Coaches/Sponsors		
	Bus Driving – to/from events within district play	\$40.00 per round trip
	Bus Driving – to/from events outside district play	\$50.00 per round trip
	Bus Driving – to/from school (daily school routes)	\$30.00 per hour
		(\$40.00 round trip minimum pay)
Auxiliary Staff		
	Custodial Staff – Summer	\$15.00 per hour
	Extracurricular Event Worker	\$15.00 per hour
	Extracurricular Event Facilitator	\$20.00 per hour
	Maintenance – On-Call Assignment	\$50.00 per assignment
	(on-call assignment as defined in the <i>Compensation Plan Guidelines</i> )	
New Instructional Staff Orientation		
	New Teacher Orientation (August)	\$150.00 per day
	New Instructional Aide Orientation (August)	Hourly rate

**Dripping Springs Independent School District  
Community Services Seasonal Pay**

---

Position	Assignment	Rate of Pay
<b>Kids Club &amp; Club CRASH</b>		
	Site Coordinator	\$25.00 per hour
	Staff Worker	\$18.00 per hour
	Student Worker	\$15.00 per hour
<b>Summer Camps</b>		
	Camp Coach - Certified (PE certification required)	\$30.00 per hour
	Camp Coach – Noncertified	\$20.00 per hour
	Lead Camp Counselor	\$23.00 per hour
	Summer Camp Counselor	\$18.00 per hour
	Junior Camp Counselor	\$15.00 per hour



## Dripping Springs Independent School District Substitute Pay

Position	Assignment	Rate of Pay
----------	------------	-------------

### Substitute Teacher/Aide

#### Regular Assignment

Certified/licensed substitute teacher	\$120.00 per day
Non-certified/licensed substitute teacher	\$110.00 per day
Campus Receptionist substitute	\$110.00 per day

#### Long-Term Assignment (10 or more consecutive days)

Certified/licensed substitute teacher	\$150.00 per day
Non-certified/licensed substitute teacher	\$130.00 per day
Campus Receptionist substitute	\$130.00 per day

#### Notes

- Teacher, nurse, and aide substitutes will receive back pay at the long-term rate after working ten consecutive days in the same long-term assignment and throughout the remainder of the assignment.

### Supplemental Pay for Full-Time Teacher Class Coverage

Elementary	Full-Day Class Coverage	\$30.00 per day split
Secondary	2 <sup>nd</sup> Conference Class Coverage	\$30.00 per block class

#### Notes

- Classroom splits and conference coverage are concepts to be utilized only after diligent efforts have been made to secure a substitute teacher.
- Use of Special Education professional and support staff for substitute purposes is discouraged.
- Only classroom teachers qualify for supplemental pay when assigned to cover additional classes due to coworker absence.
- For elementary classes split due to teacher absence, teachers who receive 3 or more additional students from a split class are eligible for the supplemental pay.
- Secondary teachers may only cover classes for the weekly equivalent of one of their two conference periods.

### Substitute Nurse/Administrator

Commensurate with Minimum Daily Rate of Pay Grade for the assigned position in the Administrative / Professional Compensation Scale.

### Substitute Auxiliary Staff

Commensurate with directly related years of experience within Pay Grade assigned to the position:

Bus Driver	\$ 30.00+ per hour
Bus Monitor*	\$ 19.00+ per hour
Custodial	\$ 16.00+ per hour
Child Nutrition	\$ 18.00+ per hour
Child Care Provider	\$ 15.15+ per hour