DRIPPING SPRINGS INDEPENDENT SCHOOL DISTRICT



Compensation Plan

School Year 2018-2019

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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 Teacher Compensation Scale

Years of Experience	Salary
0	\$46,500
1	\$46,755
2	\$47,005
3	\$47,305
4	\$47,605
5	\$48,005
6	\$48,405
7	\$48,805
8	\$49,205
9	\$49,605
10	\$50,055
11	\$50,574
12	\$51,192
13	\$51,810
14	\$52,428
15	\$53,046
16	\$53,664
17	\$54,282
18	\$54,900
19	\$55,518
20	\$56,136
21	\$56,754
22	\$57,372
23	\$57,990
24	\$58,608
25	\$59,226
26+	\$59,844

Hiring Range Minimum \$46,500
Hiring Range Maximum \$59,844
Continuing Teacher Range Maximum \$65,000

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
General Master's Degree	Degree obtained by September 1, 2018	Lump Sum - December	\$1,000
Assignment-Specific Stipen	ds:		
Bilingual Assignment (Elementary)	Certified and assigned to teach full time in an elementary bilingual classroom setting	Annualized and paid throughout the year	\$4,500
ELL / ESL Support Assignment (Secondary)	Certified and assigned to teach full time in a secondary ESL/ELL classroom support setting	Annualized and paid throughout the year	\$1,500
Special Education Assignment	Certified and assigned to teach full time in a Special Education setting	Annualized and paid throughout the year	\$1,000
Subject Area Master's Degree	Assigned to teach full time in the same subject field as the Master's degree obtained	Annualized and paid throughout the year	\$2,000
Supplemental Duty Stipend	d:		
Mentor Teacher	Assigned as a formal mentor teacher through the L&I Mentoring Program	Lump Sum - May	\$500
Bilingual/ESL Program Coordinator	Assigned as a district-wide coordinator through the L&I Department	Annualized and paid throughout the year	\$2,000

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 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, or similar administrative fields do not qualify for this stipend).

Dripping Springs Independent School District High School Stipends

Leadership	
140	An 000**
Leadership Stipend (10)	\$2,000*
Academic	
FFA Advisor	¢2.000
FFA Advisor	\$3,000 \$1,000*
AP Testing Coordinator	
Class Sponsor, 9th	\$500*
Class Sponsor, 10th	\$500*
Class Sponsor, 11th/Prom Coordinator	\$1,000*
Class Sponsor, 12th	\$500*
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
erforming Arts	
	440.000
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
Theatre/OAP Director	\$10,000
Theatre/OAP, Assistant Director	\$3,500

- Stipends indicated with an asterisk are paid in May; all other stipends are annualized.
- 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

Athletics	
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
Football, Assistant Coach	\$7,000
Golf, Assistant Coach	\$4,500
Golf, Head Coach	\$6,500
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

- Athletic stipends are annualized and paid 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*			
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			
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			
·				

- Stipends indicated with an asterisk are paid in May; all other stipends are annualized.
- 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

Leadership						
Leadership Stipend (9)	\$800*					
Academic						
UIL/Academic Event Coach	\$400*					
UIL/Academic Event Coordinator	\$1,000					

- Stipends indicated with an asterisk are paid in May; all other stipends are annualized.
- 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 Special Services Stipends

Special Services	
Assistive Technology Coordinator	\$1,000
Bilingual LSSP/SLP Services	\$2,000
Early Childhood Coordinator	\$1,000
Related Services Coordinator	\$2,000
School Psychology Services Coordinator	\$2,000
Secondary Transition Services Coordinator	\$2,000
Special Olympics Coordinator	\$1,000
Speech Therapy Services Coordinator	\$2,000

- Special services stipends are annualized and paid throughout the year.
- Stipends will be prorated for special services professionals 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			Н	ourly	\$11.50	\$13.50	\$15.50
	Child Care Provider*	187	187	Days	\$17,204	\$20,196	\$23,188
_				_	4	4	4
2				ourly	\$12.67	\$15.26	\$17.85
	Assistant Attendance Clerk – HS	187	187	Days	\$18,954	\$22,829	\$26,704
	Instructional Aide – Bilingual	187					
	Instructional Aide – CL&I	187					
	Instructional Aide – PE	187					
	Instructional Aide – Pre-K	187					
	Lead Child Care Provider*	187					
	Receptionist – Campus	187					
	Instructional Aide - Content Mastery	187					
	Special Education Aide - Inclusion	187					
	Special Education Aide - Resource	187					
3			Н	ourly	\$14.25	\$17.17	\$20.09
	Attendance Clerk – HS, MS	197	187	Days	\$21,318	\$25,686	\$30,055
	Behavior Support Assistant – ISS, DAEP	187	197	Days	\$22,458	\$27,060	\$31,662
	Head Child Care Provider	187					
	Special Education Aide – 18+	187					
	Special Education Aide – ECE	187					
	Special Education Aide – FOCUS	187					
	Special Education Aide – FA / Life Skills	187					
4							
4	Campus Secretary	187	Н	ourly	\$15.54	\$18.72	\$21.90
	Communications/Central Office Secretary	226	187	Days	\$23,248	\$28,005	\$32,762
	Counselor Secretary – HS, MS	207	197	Days	\$23,248	\$29,503	\$34,514
	COUNTRIES SCUICIUI V III, IVIS	201	137	Days	747,731	723,303	757,514
		226	207	Dave	\$25 734	\$31,000	\$36,266
	Facilities & Construction Secretary PEIMS Specialist	226 197, 207	207 215	Days Days	\$25,734 \$26,729	\$31,000 \$32,198	\$36,266 \$37,668

Dripping Springs Independent School District Clerical/Technical Compensation Scale (continued)

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
5			Но	urly	\$16.93	\$20.40	\$23.87
	Admin Assistant – Athletics	226	215	Days	\$29,120	\$35,088	\$41,056
	Bookkeeper – HS	226	226	Days	\$30,609	\$36,883	\$43,157
	Registrar – HS	226		<u> </u>	•	•	
	Principal Secretary – ES	215					
	Principal Secretary – MS	226					
6			Но	urly	\$18.46	\$22.24	\$26.02
	Accounts Payable Clerk	226	226	Days	\$33,376	\$40,210	\$47,044
	Admin Assistant – Child Nutrition	226					
	Admin Assistant – Community Services	226					
	Admin Assistant – Facilities & Construction	226					
	Admin Assistant – HR	226					
	Admin Assistant – L&I	226					
	Admin Assistant – Special Services	226					
	Admin Assistant – Technology	226					
	Admin Assistant – Transportation	226					
	Information Systems Specialist - Technology	226					
	Payroll Clerk	226					
	Principal Secretary – HS	226					
	Technical Support Technician	226					
7			Но	urly	\$20.98	\$25.13	\$29.28
	Accounting Clerk	226	226	Days	\$37,932	\$45,435	\$52,938
	HR Certification Specialist	226					
	HR Specialist	226					
	Purchasing Specialist	226					
	Technical Support Specialist	226					
8			Но	urly	\$25.60	\$30.66	\$35.72
	Executive Admin Assistant - Superintendent	226	226	Days	\$46,285	\$55,433	\$64,582

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

Dripping Springs Independent School District Auxiliary Compensation Scale

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1			Но	urly	\$11.15	\$13.35	\$15.55
	Crossing Guard (2 hrs/day)	179					
	Lunch Monitor (3 hrs/day)	179					
2			Но	urly	\$12.00	\$14.28	\$16.56
	Bus Aide*	179	179	Days	\$17,184	\$20,449	\$23,714
	Child Nutrition Specialist*†	187	187	Days	\$15,708	\$18,693	\$21,677
	Custodian	240	240	Days	\$23,040	\$27,418	\$31,795
3			Но	urly	\$13.12	\$15.71	\$18.30
	Child Nutrition Assistant Manager - ES†	192	192	Days	\$20,152	\$24,131	\$28,109
	Maintenance – Groundskeeper	250	240	Days	\$25,190	\$30,163	\$35,136
	Lead Custodian – ES, MS, HS	240	250	Days	\$26,240	\$31,420	\$36,600
4			Но	urly	\$15.28	\$18.30	\$21.32
	Child Nutrition Assistant Manager - MS†	192	192	Days	\$23,470	\$28,109	\$32,748
	Child Nutrition Manager - ES†	192	250	Days	\$30,560	\$36,600	\$42,640
	Head Campus Custodian - ES	250					
	Maintenance - General Worker	250					
5			Но	urly	\$17.27	\$20.68	\$24.09
	Bus Dispatcher/Trip Coordinator	226	192	Days	\$26,527	\$31,764	\$37,002
	Bus Mechanic	226	226	Days	\$31,224	\$37,389	\$43,555
	Bus Routing Specialist	226	250	Days	\$34,540	\$41,360	\$48,180
	Bus Training/Safety Specialist	226					
	Child Nutrition Assistant Manager – HS†	192					
	Child Nutrition Manager – MS†	192					
	Head Campus Custodian – MS	250					
	Maintenance – Certified Pest Management	250					
6			Но	urly	\$19.34	\$23.16	\$26.98
	Child Nutrition Manager – HS†	192	192	Days	\$29,706	\$35,574	\$41,441
	Head Campus Custodian – HS	250	250	Days	\$38,680	\$46,320	\$53,960
	Maintenance – Skilled Trades	250					

Dripping Springs Independent School District Auxiliary Compensation Scale (continued)

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
7			Но	urly	\$22.44	\$26.87	\$31.30
	Certified Bus Mechanic	226	226	Days	\$40,571	\$48,581	\$56,590
	HVAC Coordinator/Trainer	250	250	Days	\$44,880	\$53,740	\$62,600
	Licensed Electrician	250					
	Licensed HVAC Technician	250					
	Licensed Plumber	250					
	Warehouse Supervisor	250					
8			Но	urly	\$26.03	\$31.17	\$36.31
	Transportation Shop Foreman	226	226	Days	\$47,062	\$56,355	\$65,648
					1		
BD			Но	urly	\$17.00	\$20.37	\$23.74
	Bus Driver*	179	179	Days	\$24,344	\$29,170	\$33,996

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

[†]Child Nutrition Specialist 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*.

Dripping Springs Independent School District Administrative/Professional Compensation Scale

Pay							
Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1				Daily	\$199.62	\$240.50	\$281.39
	Child Care Director	226	220	Days	\$45,114	\$54,353	\$63,594
	Child Nutrition Supervisor	226	240	Days	\$47,909	\$57,720	\$67,534
	Community Education Coordinator	226					
	Community Services Programs Coordinator	226					
	Groundskeeping Supervisor	240					
				- "	400=	4000.00	4004.00
2		225		Daily	\$237.55	\$286.20	\$334.85
	Assistant Director – Transportation	226	18	•	\$44,422	\$53,519	\$62,617
	Communications Specialist	226	22	Days	\$53,686	\$64,681	\$75,676
	Data Systems Coordinator	226					
	Facilities Use Coordinator	226					
	HR Coordinator	226					
	LSSP Intern	187					
	Network Analyst	226					
	Nurse - RN	187					
	Payroll Supervisor	226					
3				Daily	\$254.17	\$306.23	\$358.29
	Accounting Manager	226	18	' Days	\$47,530	\$57,265	\$67,000
	Assistant Athletic Trainer	207	19	Days	\$50,071	\$60,327	\$70,583
	Assistant Director – HR	226	20	Days	\$52,613	\$63,390	\$74,166
	Auditorium Manager	226	22	Days	\$57,442	\$69,208	\$80,974
	Cornerstone Internship/Portfolio Coordinator - HS	197	240	Days	\$61,001	\$73,495	\$85,990
	Custodial & Energy Management Supervisor	240	· <u> </u>				
	District PEIMS Coordinator	226					
	Facilitator of Learning & Innovation (FLI)	207					
	LID & Homebound Coordinator	187					
	Maintenance Supervisor	240					
	Safety/Security/Events Manager	240					
4				Daily	\$271.97	\$327.67	\$383.37
7	Academic Advisor – HS	207	187	Days	\$50,858	\$61,274	\$71,690
	Athletic Coordinator	215	192		\$52,218	\$62,913	\$71,090
	Athletic Trainer	207	197	Days	\$53,578	\$64,551	\$75,524
	Behavior Specialist	187	202	Days	\$53,578 \$54,938	\$66,189	\$77,441
	504 Coordinator	207	202	Days	\$54,958 \$56,298	\$67,828	\$77,441
	Counselor – ES, MS	207	215	Days	\$56,298 \$58,474	\$67,828 \$70,449	\$82,425
	Diagnostician / LSSP	192, 197	220	Days	\$56,474 \$59,833	\$70,449 \$72,087	\$84,341
	Information Systems Administrator	226	226	Days	\$61,465	\$74,053	\$86,642
	•	215	220	Days	λυτ, 4 υϽ	<i>₹14,</i> 033	700,042
	Instructional – Coordinator, Designer, Facilitator						
	Instructional Supervisor	220					

Dripping Springs Independent School District Administrative/Professional Compensation Scale (continued)

Pay Grade	Job Title	Calendar			Minimum	Midpoint	Maximum
	Network Administrator	226					
	Occupational Therapist	187, 192					
	Physical Therapist	187					
	Speech Language Pathologist	187, 192					
	Technical Support Administrator	226					
5			D	aily	\$295.49	\$353.88	\$412.27
	Assistant Athletic Director	220	207	Days	\$61,166	\$73,253	\$85,340
	Assistant Director – Special Services	226	215	Days	\$63,530	\$76,084	\$88,638
	Assistant Principal – ES	207	220	Days	\$65,008	\$77,854	\$90,699
	Assistant Principal – MS	215	226	Days	\$66,781	\$79,977	\$93,173
	Counselor – HS	207, 220		-			
6			D	aily	\$319.13	\$382.19	\$445.25
-	Assistant Principal – HS	215	215	Days	\$68,613	\$82,171	\$95,729
	Band Director – HS	220	220	Days	\$70,209	\$84,082	\$97,955
	Director – Compliance & Accountability – L&I	226	226	Days	\$72,123	\$86,375	\$100,627
	Birector compliance a necoantability Ear		220	Days	772,123	700,373	7100,027
7			D	aily	\$344.66	\$412.77	\$480.88
	Director – Budget & Accounting	226	226	Days	\$77,893	\$93,286	\$108,679
	Director – Child Nutrition	226	240	Days	\$82,718	\$99,065	\$115,411
	Director – Community Services	226					
	Director – Transportation	226					
	Principal – ES	226					
	Project Manager – Facilities & Construction	240					
8			D	aily	\$374.46	\$445.79	\$517.12
	Director – Athletics	220	220	Days	\$82,381	\$98,074	\$113,766
	Director – Facilities & Construction	240	226	Days	\$84,628	\$100,749	\$116,869
	Director – Special Services	226	240	Days	\$89,870	\$106,990	\$124,109
	Director – Technology	226		•	•	·	•
	Executive Director – Communications	226					
	Principal – MS	226					
			_	- !1	6400.55	AF42.55	ÅF04.54
9	5 11 21 112	22.5		aily	\$430.63	\$512.66	\$594.69
	Executive Director – HR	226	226	Days	\$97,322	\$115,861	\$134,400
	Principal – HS	226					
10			D	aily	\$495.23	\$589.56	\$683.89
	Assistant Superintendent - Finance & Operations	226	226	Days	\$111,922	\$133,241	\$154,559
	Assistant Superintendent - Learning & Innovation	226					

Dripping Springs Independent School District Personal Vehicle Allowance

Position	Monthly Vehicle Allowance
	4
Custodial & Energy Management Supervisor	\$200.00
Director of Child Nutrition	\$200.00
Director of Facilities & Construction	\$200.00
Maintenance Supervisor	\$200.00
Project Manager	\$200.00
Safety, Security, & Events Manager	\$200.00
Assistant Superintendent for Learning & Innovation	\$100.00
Child Nutrition Supervisor	\$100.00
Director of Special Services	\$100.00
Director of Technology	\$100.00
Director of Transportation	\$100.00
Executive Director of Communications	\$100.00

- 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		
reactiers	After School Detention	\$30.00 per hour
	Disciplinary Day Class	330.00 per 110ui
	Homebound Instruction - General	
	Saturday School	
	Summer School/ESY	
	Test Monitor/Proctor (degreed/certified)	
	Tutoring/Extra-Duty Instruction	
Instructional Aides	;	
	Disciplinary Day Class	\$14.00 per hour
	Summer School/ESY	
	Tutoring/Extra-Duty Instruction	
Special Services Pr	ofessional Support Staff	
	Summer Services	\$40.00 per hour
	Summer School/ESY Nurse	
	Homebound Instruction - Special Education (certification required)	ć20.00 m - m b - m -
	Respite Care Provider	\$20.00 per hour
Coaches/Sponsors		
	Bus Driving – to/from events within district play	\$30.00 per round trip
	Bus Driving – to/from events outside district play	\$40.00 per round trip
	Bus Driving – to/from school (daily school routes)	\$17.00 per hour
		(\$30.00 round trip minimum pay)
Auxiliary Staff		
	Extracurricular Event Worker	\$12.00 per hour
	Extracurricular Event Facilitator	\$15.00 per hour
	Summer Custodial Staff	\$12.00 per hour
	Maintenance – On-Call Assignment	\$50.00 per assignment
	(on-call assignment as defined in the Compensation Plan Guidelines)	
Student Workers (High School Only)	
	Various Assignments	\$10.00 per hour

Dripping Springs Independent School District Community Services Seasonal Pay

Position	Assignment	Rate of Pay
Kids Club & Club (CRASH	
	Dual-Site Coordinator	\$20.00 per hour
	Single-Site Coordinator	\$15.00 per hour
	Staff Worker	\$12.50 per hour
	Student Worker	\$10.00 per hour
Summer Camps		
	Certified Camp Coaches (PE certification required)	\$25.00 per hour
	Lead Camp Counselor	\$15.00 per hour
	Summer Camp Counselor	\$12.50 per hour

Dripping Springs Independent School DistrictSubstitute Pay

Position	Assignment	Rate of Pay
Substitute Teachers/Nur	ses/Aides	
	Regular Assignment	
	Certified/licensed substitute teacher	\$100.00 per day
	Non-certified/licensed substitute teacher	\$90.00 per day
	Long-Term Assignment (10 or more consecutive days))
	Certified/licensed substitute teacher	\$110.00 per day
	Non-certified/licensed substitute teacher	\$100.00 per day

- Instructional Aide positions lasting 5 consecutive days or more will require clock in. The hourly rate of pay equates to the daily rates listed below divided by 8 hours (daily rates listed assume an 8-hour work day for aide positions).
- 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.

Substitute Auxiliary Staff				
Bus Driver	\$17.00 per hour			
Bus Aide	\$12.00 per hour			
Clerical/Office	\$12.00 per hour			
Custodial	\$12.00 per hour			
Child Nutrition	\$12.00 per hour			
Child Care Provider	\$11.50 per hour			

Dripping Springs Independent School District New-Employee Hiring Incentive

New employees hired in the following identified hard-to-fill, auxiliary positions are eligible for a one-time, new employee hiring incentive of \$500.00 to be paid in two equal installments of \$250.00.



- The first installment of this incentive is to be paid on an eligible employee's pay check following 10 completed work
 days. The second installment is to be paid on the pay check following an eligible employee's completion of 60
 continuous work days.
- Bus drivers are not eligible to receive the new-employee hiring incentive until required license and certifications are obtained. Once fully licensed and able to meet permanent bus driver (non-trainee) status, installments for the new-employee hiring incentive will commence as described above.
- This hiring incentive is contingent upon the eligibility parameters listed in the *Compensation Plan Guidelines*.