

DRIPPING SPRINGS
INDEPENDENT SCHOOL DISTRICT



Compensation Plan

School Year
2020-2021

Table of Contents

Introduction	1
One-Time, Lump-Sum Payment	2
Teacher Compensation Scale	3
Teacher Stipends.....	4
High School Stipends.....	5
High School Athletic Stipends	6
Middle School Stipends.....	7
Elementary School Stipends	8
Learning & Innovation and Special Services Stipends.....	9
Clerical/Technical Compensation Scale	10
Auxiliary Compensation Scale.....	12
Administrative/Professional Compensation Scale.....	14
Personal Vehicle Allowance	16
Supplemental/Temporary Employment Pay	17
Community Services Seasonal Pay.....	18
Substitute Pay	19
New-Employee Hiring Incentive	20

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

The one-time, lump-sum payment below is not guaranteed from year to year, is not active 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 2020-2021 Compensation Plan (the Plan), the Plan also allows the option for the Superintendent to recommend, and the Board of Trustees to authorize, a one-time, lump-sum compensation payment during the school year (2020-2021) 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, a one-time, lump-sum employee compensation payment of **up to** \$1,000.00 to all eligible district employees (defined below) within the following financial conditions:

1. The district experiences a significant financial surplus for the 2020-2021 fiscal year;
2. 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; and
3. No more than 25% of the fiscal year's financial surplus may be reallocated to an additional one-time, lump-sum payment to eligible staff instead of committing those additional revenues to fund balance.

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 permanent part- or 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 on or before September 15, 2020;
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. has not been terminated, or proposed for termination;
 - c. has not been non-renewed or proposed for nonrenewal;
and/or
 - d. has not 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 2020-2021 school year.

Dripping Springs Independent School District Teacher Compensation Scale

Years of Experience	Salary
0	\$49,100
1	\$49,400
2	\$49,700
3	\$49,955
4	\$50,205
5	\$50,505
6	\$51,330
7	\$51,730
8	\$52,130
9	\$52,530
10	\$52,930
11	\$53,330
12	\$53,780
13	\$54,299
14	\$54,917
15	\$55,535
16	\$56,153
17	\$56,771
18	\$57,389
19	\$58,007
20	\$58,625
21	\$59,243
22	\$59,861
23	\$60,479
24	\$61,097
25	\$61,715
26+	\$62,333

Hiring Range Minimum	\$49,100
Hiring Range Maximum	\$62,333
Continuing Teacher Range Maximum	\$68,600

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, 2019	Lump Sum - December	\$1,000
Assignment-Specific Stipends:			
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 – Inclusion/Resource	Certified and assigned to teach full time in a Special Education resource or inclusion setting	Annualized and paid throughout the year	\$1,000
Special Education – FOCUS & Self-Contained	Certified and assigned to teach full time in a Special Education FOCUS or self-contained setting	Annualized and paid throughout the year	\$2,000
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:			
Mentor Teacher	Assigned as a formal mentor teacher through the L&I Mentoring Program	Lump Sum - May	\$500
Bilingual/ESL Program Coordinator	Assigned as 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, 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 either the Inclusion/Resource stipend or the FOCUS/Self-Contained stipend, but not both. Special Education teachers in a self-contained setting include ECE, Functional Academics, Life Skills, and 18+ settings.

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*
CTE Coordinator	\$6,000
FFA Advisor	\$3,000
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.
- 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, Head Coach	\$5,500
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

Notes

- 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

Notes

- 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

Notes

- Stipends indicated with an asterisk are paid in December or May upon completion of duties; 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 Learning & Innovation and Special Services Stipends

Learning & Innovation

Lead Nurse	\$2,000
------------	---------

Special Services

Assistive Technology Coordinator	\$1,000
Behavior Specialist Coordinator	\$2,000
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 Facilitator	\$2,000
Special Olympics Facilitator	\$2,000
Speech Therapy Services Coordinator	\$2,000

Technology

Cybersecurity Coordinator	\$2,000
---------------------------	---------

Notes

- The stipends above are annualized and paid 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	Hourly	\$11.87	\$13.91	\$15.97
			187 Days	\$17,758	\$20,809	\$23,891
2	Assistant Attendance Clerk – HS	187	Hourly	\$13.05	\$15.73	\$18.39
			187 Days	\$19,523	\$23,532	\$27,511
2	Instructional Aide – Bilingual	187	Hourly	\$13.05	\$15.73	\$18.39
			187 Days	\$19,523	\$23,532	\$27,511
2	Instructional Aide – CL&I	187	Hourly	\$13.05	\$15.73	\$18.39
			187 Days	\$19,523	\$23,532	\$27,511
2	Instructional Aide – PE	187	Hourly	\$13.05	\$15.73	\$18.39
			187 Days	\$19,523	\$23,532	\$27,511
2	Instructional Aide – Pre-K	187	Hourly	\$13.05	\$15.73	\$18.39
			187 Days	\$19,523	\$23,532	\$27,511
2	Lead Child Care Provider*	187	Hourly	\$13.05	\$15.73	\$18.39
			187 Days	\$19,523	\$23,532	\$27,511
2	Receptionist	187	Hourly	\$13.05	\$15.73	\$18.39
			187 Days	\$19,523	\$23,532	\$27,511
2	Special Education Aide - Inclusion	187	Hourly	\$13.05	\$15.73	\$18.39
			187 Days	\$19,523	\$23,532	\$27,511
2	Special Education Aide - Resource	187	Hourly	\$13.05	\$15.73	\$18.39
			187 Days	\$19,523	\$23,532	\$27,511
3	Attendance Clerk – HS, MS	197	Hourly	\$14.69	\$17.69	\$20.69
			187 Days	\$21,976	\$26,464	\$30,952
3	Behavior Support Ass't – ISS, DAEP	187	Hourly	\$14.69	\$17.69	\$20.69
			197 Days	\$23,151	\$27,879	\$32,607
3	Head Child Care Provider	187	Hourly	\$14.69	\$17.69	\$20.69
			197 Days	\$23,151	\$27,879	\$32,607
3	Special Education Aide – 18+	187	Hourly	\$14.69	\$17.69	\$20.69
			197 Days	\$23,151	\$27,879	\$32,607
3	Special Education Aide – ECE	187	Hourly	\$14.69	\$17.69	\$20.69
			197 Days	\$23,151	\$27,879	\$32,607
3	Special Education Aide – FOCUS	187	Hourly	\$14.69	\$17.69	\$20.69
			197 Days	\$23,151	\$27,879	\$32,607
3	Special Education Aide – FA / Life Skills	187	Hourly	\$14.69	\$17.69	\$20.69
			197 Days	\$23,151	\$27,879	\$32,607
4	Campus Secretary	187	Hourly	\$16.01	\$19.28	\$22.56
			187 Days	\$23,951	\$28,843	\$33,750
4	Communications/CO Secretary	226	Hourly	\$16.01	\$19.28	\$22.56
			197 Days	\$25,232	\$30,385	\$35,555
4	Counselor Secretary – HS, MS	207	Hourly	\$16.01	\$19.28	\$22.56
			207 Days	\$26,513	\$31,928	\$37,359
4	Facilities & Construction Secretary	226	Hourly	\$16.01	\$19.28	\$22.56
			215 Days	\$27,537	\$33,162	\$38,803
4	PEIMS Specialist	197, 207	Hourly	\$16.01	\$19.28	\$22.56
			226 Days	\$28,946	\$34,858	\$40,788
4	Records Specialist – Special Educ.	215	Hourly	\$16.01	\$19.28	\$22.56
			226 Days	\$28,946	\$34,858	\$40,788

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

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
5						
	Admin Assistant – Athletics	226	Hourly	\$17.44	\$21.02	\$24.59
	Bookkeeper – HS	226	215 Days	\$29,997	\$36,154	\$42,295
	Registrar – HS	226	226 Days	\$31,532	\$38,004	\$44,459
	Principal Secretary – ES	215				
	Principal Secretary – MS	226				
6						
	Accounts Payable Clerk	226	Hourly	\$19.02	\$22.91	\$26.81
	Admin Assistant – Child Nutrition	226	226 Days	\$34,388	\$41,421	\$48,472
	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	226				
	Payroll Specialist	226				
	Principal Secretary – HS	226				
	Technical Support Technician	226				
7						
	Accounting Clerk	226	Hourly	\$21.61	\$25.89	\$30.17
	HR Certification Specialist	226	226 Days	\$39,071	\$46,809	\$54,547
	HR Specialist	226				
	Technical Support Specialist	226				
8						
	Executive Admin Assistant	226	Hourly	\$26.37	\$31.58	\$36.84
			226 Days	\$47,207	\$56,536	\$65,956

*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			Hourly	\$11.49	\$13.75	\$16.02
	Crossing Guard (2 hrs/day)	179	179 Days	\$16,454	\$19,690	\$22,941
	Lunch Monitor (3 hrs/day)	179				
2			Hourly	\$12.36	\$14.71	\$17.06
	Bus Aide*	179	179 Days	\$17,700	\$21,065	\$24,430
	Child Nutrition Specialist*†	187	187 Days	\$18,491	\$22,006	\$25,522
	Custodian	240	240 Days	\$23,731	\$28,243	\$32,755
	Security Monitor - HS	179				
3			Hourly	\$13.52	\$16.18	\$18.85
	Child Nutrition Assistant Manager - ES†	192	192 Days	\$20,767	\$24,852	\$28,954
	Maintenance – Groundskeeper	250	240 Days	\$25,958	\$31,066	\$36,192
	Lead Custodian	240	250 Days	\$27,040	\$32,360	\$37,700
4			Hourly	\$15.74	\$18.85	\$21.96
	Child Nutrition Assistant Manager - MS†	192	192 Days	\$24,177	\$28,954	\$33,731
	Child Nutrition Manager - ES†	192	250 Days	\$31,480	\$37,700	\$43,920
	Head Campus Custodian - ES	250				
	Maintenance - General Worker	250				
5			Hourly	\$17.79	\$21.30	\$24.82
	Bus Dispatcher/Trip Coordinator	226	192 Days	\$27,325	\$32,717	\$38,124
	Bus Routing Specialist	226	226 Days	\$32,164	\$38,510	\$44,875
	Bus Training/Safety Specialist	226	250 Days	\$35,580	\$42,600	\$49,640
	Child Nutrition Assistant Manager – HS†	192				
	Child Nutrition Manager – MS†	192				
	Head Campus Custodian – MS	250				
	Maintenance – Certified Pest Management	250				
6			Hourly	\$19.92	\$23.86	\$27.79
	Bus Mechanic	226	192 Days	\$30,597	\$36,649	\$42,685
	Child Nutrition Manager – HS†	192	226 Days	\$36,015	\$43,139	\$50,244
	Head Campus Custodian – HS	250	250 Days	\$39,840	\$47,720	\$55,580
	Maintenance – Skilled Trades	250				

**Dripping Springs Independent School District
Auxiliary Compensation Scale (continued)**

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
7						
	Certified Bus Mechanic	226	Hourly	\$23.12	\$27.68	\$32.25
	HVAC Coordinator/Trainer	250	226 Days	\$41,801	\$50,045	\$58,308
	Licensed Electrician	250	250 Days	\$46,240	\$55,360	\$64,500
	Licensed HVAC Technician	250				
	Licensed Plumber	250				
	Licensed Water Manager	250				
	Warehouse Supervisor	250				
8						
	Transportation Shop Foreman	226	Hourly	\$26.82	\$32.11	\$37.41
			226 Days	\$48,491	\$58,055	\$67,637
BD						
	Bus Driver*	179	Hourly	\$18.50	\$21.98	\$25.45
			179 Days	\$25,074	\$30,058	\$35,027

*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 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	\$205.65	\$247.76	\$289.89
	Child Care Director	226	187 Days	\$38,457	\$46,331	\$54,209
	Child Nutrition Supervisor	226	226 Days	\$46,477	\$55,994	\$65,515
	Color Guard Assistant Instructor	187	240 Days	\$49,356	\$59,462	\$69,574
	Community Education Coordinator	226				
	Community Services Programs Coordinator	226				
	Groundskeeping Supervisor	240				
	Purchasing Coordinator	226				
2			Daily	\$244.72	\$294.84	\$344.97
	Assistant Director – Transportation	226	187 Days	\$45,763	\$55,135	\$64,509
	Communications Specialist	226	192 Days	\$46,986	\$56,609	\$66,234
	Data Systems Coordinator	226	226 Days	\$55,307	\$66,634	\$77,963
	Facilities Use Coordinator	226				
	HR Coordinator	226				
	LSSP Intern	187				
	Network Analyst	226				
	Nurse - RN	192				
	Payroll Supervisor	226				
3			Daily	\$261.84	\$315.47	\$369.11
	Accounting Manager	226	187 Days	\$48,964	\$58,993	\$69,024
	ARD Facilitator	197	192 Days	\$50,273	\$60,570	\$70,869
	Assistant Athletic Trainer	207	197 Days	\$51,582	\$62,148	\$72,715
	Assistant Director – HR	226	207 Days	\$54,201	\$65,302	\$76,406
	Auditorium Manager	226	226 Days	\$59,176	\$71,296	\$83,419
	Cornerstone Internship/Portfolio Coordinator-HS	197	240 Days	\$62,842	\$75,713	\$88,586
	Custodial & Energy Management Supervisor	240				
	Facilitator of Learning & Innovation (FLI)	207				
	Inclusion & Resource Specialist	197				
	LID & Homebound Specialist	197				
	Maintenance Supervisor	240				
	PEIMS Coordinator - District	226				
	Safety/Security/Events Manager	240				
4			Daily	\$280.18	\$337.56	\$394.95
	Academic Advisor – HS	207	187 Days	\$52,394	\$63,124	\$73,856
	Athletic Coordinator	215	192 Days	\$53,795	\$64,812	\$75,830
	Athletic Trainer	207	197 Days	\$55,195	\$66,499	\$77,805
	Auditory Impairment Instructor/Specialist	187	202 Days	\$56,596	\$68,187	\$79,780
	Behavior Specialist	192, 197	207 Days	\$57,997	\$69,875	\$81,755
	504 Coordinator	207	215 Days	\$60,239	\$72,575	\$84,914
	Counselor – ES, MS	202	220 Days	\$61,640	\$74,263	\$86,889
	Diagnostician / LSSP	192, 197	226 Days	\$63,321	\$76,289	\$89,259

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	Information Systems Administrator	226				
	Instructional – Coordinator, Designer, Facilitator	215				
	Network Administrator	226				
	Occupational Therapist	187, 192				
	Physical Therapist	187				
	Speech Language Pathologist	187, 192				
	Technical Support Administrator	226				
	Visual Impairment Instructor/Specialist	187				
5						
	Assistant Director - Athletics	220	207 Days	\$304.41	\$364.57	\$424.73
	Assistant Principal – ES	207	215 Days	\$63,013	\$75,466	\$87,919
	Assistant Principal – MS	215	220 Days	\$65,448	\$78,383	\$91,317
	Counselor – HS	207, 220		\$66,970	\$80,205	\$93,441
	Intervention Services Supervisor	220				
	Special Education Supervisor	220				
6						
	Assistant Director – Special Services	226	215 Days	\$328.77	\$393.73	\$458.70
	Assistant Principal – HS	215	226 Days	\$70,686	\$84,652	\$98,621
	Band Director – HS	220	220 Days	\$72,329	\$86,621	\$100,914
				\$74,302	\$88,983	\$103,666
7						
	Director – Child Nutrition	226	226 Days	\$355.07	\$425.24	\$495.41
	Director – Community Services	226	240 Days	\$80,246	\$96,104	\$111,963
	Director – Finance	226		\$85,217	\$102,058	\$118,898
	Director – Student Services	226				
	Director – Transportation	226				
	Principal – ES	226				
	Project Manager – Facilities & Construction	240				
8						
	Director – Athletics	226	226 Days	\$385.77	\$459.26	\$532.73
	Director – Elementary Education	226	240 Days	\$87,184	\$103,793	\$120,397
	Director – Facilities & Construction	240		\$92,585	\$110,222	\$127,855
	Director – Special Services	226				
	Director – Technology	226				
	Executive Director – Communications	226				
	Principal – MS	226				
9						
	Chief Financial Officer	226	226 Days	\$443.63	\$528.14	\$612.65
	Chief Human Resources Officer	226		\$100,260	\$119,360	\$138,459
	Principal – HS	226				
10						
	Ass't Sup't. – Community Engagement & Operations	226	226 Days	\$510.18	\$607.36	\$704.55
	Ass't Sup't – Learning & Innovation	226		\$115,301	\$137,263	\$159,228

Dripping Springs Independent School District Personal Vehicle Allowance

Position	Monthly Vehicle Allowance
Assistant Superintendent for Community Engagement & Operations	\$200.00
Custodial & Energy Management Supervisor	\$200.00
Director of Athletics	\$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

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	\$30.00 per hour
	Disciplinary Day Class	
	Homebound Instruction - General	
	Saturday School	
	Summer School/ESY	
	Test Monitor/Proctor (degreed/certified)	
	Tutoring/Extra-Duty Instruction	
Instructional Aides		
	Disciplinary Day Class	\$15.00 per hour
	Summer School/ESY	
	Tutoring/Extra-Duty Instruction	
Special Services Professional Support Staff		
	Summer Services	\$40.00 per hour
	Summer School/ESY Nurse	
	Homebound Instruction - Special Education (certification required)	
	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)	\$18.50 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	\$12.36 per hour
	Maintenance – On-Call Assignment (on-call assignment as defined in the <i>Compensation Plan Guidelines</i>)	\$50.00 per assignment
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
	Junior Camp Counselor	\$10.00 per hour
	Lead Camp Counselor	\$15.00 per hour
	Summer Camp Counselor	\$12.50 per hour

Dripping Springs Independent School District Substitute Pay

Position	Assignment	Rate of Pay
Substitute Teacher/Aide		
	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	\$130.00 per day
	Non-certified/licensed substitute teacher	\$110.00 per day

Notes

- 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 Nurse/Administrator		
	Administrative / Professional Positions (A/P 1-2)	\$150.00 per day
	Administrative / Professional Positions (A/P 3-5)	\$200.00 per day
	Administrative / Professional Positions (A/P 6-9)	\$300.00 per day
Substitute Auxiliary Staff		
	Bus Driver	\$18.50 per hour
	Bus Aide*	\$12.36 per hour
	Clerical/Office	\$13.05 per hour
	Custodial	\$12.36 per hour
	Child Nutrition	\$12.36 per hour
	Child Care Provider	\$11.87 per hour

Notes

- * Instructional Aides who add Bus Aide responsibilities to their assignment will be paid at their current Instructional Aide rate.

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.

Hard-to-Fill Positions
Bus Aide
Bus Driver
Child Care Provider
Child Nutrition Specialist
Custodian
Lunch Monitor
Special Education Aide

Notes

- 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*.