

DRIPPING SPRINGS
INDEPENDENT SCHOOL DISTRICT



Compensation Plan

School Year
2022-2023

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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 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 Assistant Superintendent for Finance & Operations.

In addition to the regular compensation outlined in the 2022-2023 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 (2022-2023) 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; and/or
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.

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 2022-2023 school year.

Dripping Springs Independent School District Teacher Compensation Scale

Years of Experience	Salary
0	\$53,800
1	\$54,100
2	\$54,420
3	\$54,720
4	\$55,020
5	\$55,420
6	\$55,920
7	\$56,250
8	\$56,650
9	\$57,050
10	\$57,450
11	\$57,950
12	\$58,450
13	\$58,950
14	\$59,450
15	\$59,950
16	\$60,737
17	\$61,055
18	\$61,473
19	\$62,091
20	\$62,709
21	\$63,327
22	\$63,945
23	\$64,563
24	\$65,181
25	\$65,799
26+	\$66,417

Hiring Range Minimum	\$53,800
Hiring Range Maximum	\$66,417
Continuing Teacher Range Maximum	\$73,920

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, 2022	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	\$7,000
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/ECSE/18+	Certified and assigned to teach full time in a Special Education FOCUS, ECSE, or 18+ Setting	Annualized and paid throughout the year	\$2,000
Special Education – ACC/SLC	Certified and assigned to teach full time in a Special Education Alternative Curriculum Classroom (ACC) or a Structured Learning Classroom (SLC) Setting	Annualized and paid throughout the year	\$3,000
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

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 **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*
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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

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
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

Leadership

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

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 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**

Special Services

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						
			Hourly	\$15.00	\$17.86	\$20.72
			187 Days	\$22,440	\$26,719	\$30,997
	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						
			Hourly	\$15.75	\$18.75	\$21.75
			187 Days	\$23,562	\$28,050	\$32,538
			197 Days	\$24,822	\$29,550	\$34,278
	Attendance Clerk – HS, MS	197				
	Behavior Support Ass't – ISS, DAEP	187				
	Lead Child Care Provider	187				
	Special Education Aide – 18+	187				
	Special Education Aide – ECSE	187				
	Special Education Aide – FOCUS	187				
3						
			Hourly	\$16.70	\$19.88	\$23.06
			187 Days	\$24,983	\$29,740	\$34,498
			197 Days	\$26,319	\$31,331	\$36,343
			207 Days	\$27,655	\$32,921	\$38,187
			215 Days	\$28,724	\$34,194	\$39,663
			226 Days	\$30,194	\$35,943	\$41,692
	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 – SLC	187				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4			Hourly	\$18.54	\$22.07	\$25.60
	Admin. Assistant II - Athletics	197	197 Days	\$29,219	\$34,782	\$40,346
	Bookkeeper – HS	226	226 Days	\$33,520	\$39,903	\$46,285
	Registrar – HS	226				
	Admin. Assistant II – ES Principal	226				
	Admin. Assistant II – MS Principal	226				
5			Hourly	\$20.95	\$24.94	\$28.93
	Accounts Payable Specialist	226	226 Days	\$37,878	\$45,092	\$52,305
	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				
6			Hourly	\$24.30	\$28.93	\$33.56
	Accounting Specialist	226	226 Days	\$43,934	\$52,305	\$60,676
	HR Certification Specialist	226				
	HR Specialist	226				
	Information Systems Specialist	226				
	Payroll Specialist	226				
	Technical Support Specialist	226				
7			Hourly	\$30.86	\$36.74	\$42.62
	Executive Admin. Assistant	226	226 Days	\$55,795	\$66,426	\$77,057
	Technical Support Coordinator	226				

*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.

Auxiliary Compensation Scale

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$17.86	\$20.72
	Bus Monitor*	175	175 Days	\$21,000	\$25,004	\$29,008
	Child Nutrition Specialist*†	181	181 Days	\$21,720	\$25,861	\$30,003
	Custodian	240	240 Days	\$28,800	\$34,291	\$39,782
	Lunch Monitor	175				
	Security Monitor* – HS	175				
2			Hourly	\$15.75	\$18.75	\$21.75
	Child Nutrition Assistant Manager – ES, MS†	185	185 Days	\$23,310	\$27,750	\$32,190
	Lead Custodian	240	240 Days	\$30,240	\$36,000	\$41,760
	Maintenance – Groundskeeper	250	250 Days	\$31,500	\$37,500	\$43,500
3			Hourly	\$16.54	\$19.69	\$22.84
	Child Nutrition Manager - ES†	185	185 Days	\$24,479	\$29,141	\$33,803
	Head Campus Custodian – ES	250	250 Days	\$33,080	\$39,380	\$45,680
	Maintenance - General Worker	250				
4			Hourly	\$18.50	\$22.02	\$25.54
	Child Nutrition Assistant Manager – HS†	185	185 Days	\$27,380	\$32,590	\$37,799
	Child Nutrition Manager – MS†	185	250 Days	\$37,000	\$44,040	\$51,080
	Head Campus Custodian – MS	250				
5			Hourly	\$20.77	\$24.73	\$28.69
	Child Nutrition Manager – HS†	185	185 Days	\$30,740	\$36,600	\$42,461
	Head Campus Custodian – HS	250	250 Days	\$41,540	\$49,460	\$57,380
	Maintenance – Certified Pest Management	250				
	Maintenance – Skilled Trades	250				
6			Hourly	\$21.50	\$25.59	\$29.68
	Bus Driver*	175	175 Days	\$30,100	\$35,826	\$41,552
	Bus Driver – Cover (+ \$.50/hr)	175	226 Days	\$38,872	\$46,267	\$53,661
	Bus Dispatcher/Trip Coordinator (+ \$1.00/hr)	226				
	Bus Mechanic (+ \$1.00/hr)	226				
	Bus Routing Specialist (+ \$1.00/hr)	226				
	Bus Training/Safety Specialist (+ \$1.00/hr)	226				

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
7				\$24.72	\$29.43	\$34.14
	Certified Bus Mechanic	226	226 Days	\$44,694	\$53,209	\$61,725
	HVAC Coordinator/Trainer	250	250 Days	\$49,440	\$58,860	\$68,280
	Licensed Electrician	250				
	Licensed HVAC Technician	250				
	Licensed Plumber	250				
	Licensed Water Manager	250				
	Special Systems Technician	250				
	Warehouse Supervisor	250				
8				\$33.13	\$39.44	\$45.75
	Transportation Shop Foreman	226	226 Days	\$59,899	\$71,308	\$82,716

*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*.

Dripping Springs Independent School District Administrative/Professional Compensation Scale

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$218.40	\$260.00	\$301.60
	Child Nutrition Supervisor	226	226 Days	\$49,358	\$58,760	\$68,162
	Community Education Coordinator	226	240 Days	\$52,416	\$62,400	\$72,384
	Community Services Programs Coordinator	226				
	Groundskeeping Supervisor	240				
	Purchasing Coordinator	226				
2			Daily	\$260.99	\$310.70	\$360.41
	Communications Specialist	226	187 Days	\$48,805	\$58,101	\$67,397
	Color Guard Instructor	187	226 Days	\$58,984	\$70,218	\$81,453
	Facilities Use Coordinator	226				
	HR Coordinator	226				
	Network Analyst	226				
3			Daily	\$279.26	\$332.45	\$385.64
	Accountant	226	187 Days	\$52,222	\$62,168	\$72,115
	ARD Facilitator	197	192 Days	\$53,618	\$63,830	\$74,043
	Assistant Director – Facilities	240	197 Days	\$55,014	\$65,493	\$75,971
	Assistant Director – Transportation	226	207 Days	\$57,807	\$68,817	\$79,827
	Auditorium Manager	226	226 Days	\$63,113	\$75,134	\$87,155
	Child Care Director	226	240 Days	\$67,022	\$79,788	\$92,554
	Testing / Portfolio Coordinator – HS	197				
	Custodial Supervisor	240				
	Data Systems Coordinator	226				
	LSSP Intern	187				
	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	\$296.02	\$352.40	\$408.78
	Assistive Technology Specialist	197	187 Days	\$55,356	\$65,899	\$76,442
	Athletic Coordinator	215	192 Days	\$56,836	\$67,661	\$78,486
	Athletic Trainer	207	197 Days	\$58,316	\$69,423	\$80,530
	Teacher for Deaf & Hard of Hearing	187	202 Days	\$59,796	\$71,185	\$82,574
	Behavior Specialist	192	207 Days	\$61,276	\$72,947	\$84,617
	Behavior Coordinator	215	215 Days	\$63,644	\$75,766	\$87,888
	504 Coordinator	197, 207	226 Days	\$66,901	\$79,642	\$92,384
	Counselor– ES, MS	202				
	Diagnostician / LSSP	192, 197				
	Health Services Coordinator	202				
	Mental Health Professional – ES, MS	215				
	Information Systems Administrator	226				
	Instructional Coach	215				
	Instructional Coordinator	215				
	Low Incidence Coordinator	215				
	Occupational Therapist	187, 192				
	Physical Therapist	187				
	Speech Language Pathologist	187, 197				
	Technical Support Administrator	226				
	Visual Impairment Instructor/Specialist	187				

5			Daily	\$313.77	\$373.54	\$433.31
	Assistant Director – Athletics	226	207 Days	\$64,950	\$77,323	\$89,695
	Assistant Director – HR	226	215 Days	\$67,461	\$80,311	\$93,162
	Assistant Principal – ES	207	220 Days	\$69,029	\$82,179	\$95,328
	Assistant Principal – MS	215	226 Days	\$70,912	\$84,420	\$97,928
	Counselor – HS	207, 215				
	Infrastructure/Cybersecurity Administrator	226				
	Intervention Services Supervisor	220				
	Mental Health Professional – HS	215				
	Special Education Instructional Supervisor	220				

6			Daily	\$335.74	\$399.69	\$463.64
	Assistant Director – Special Services	226	215 Days	\$72,184	\$85,933	\$99,683
	Assistant Principal – HS	215	220 Days	\$73,863	\$87,932	\$102,001
	Band Director – HS	220	226 Days	\$75,877	\$90,330	\$104,783

7			Daily	\$362.60	\$431.67	\$500.74
	Director – Child Nutrition	226	226 Days	\$81,948	\$97,557	\$113,167
	Director – Community Services	226	240 Days	\$87,024	\$103,601	\$120,178
	Director – Finance	226				
	Director – Safety	226				
	Director – Counseling & Health Services	226				
	Director – Assessment/Accountability/ Federal Programs	226				
	Director – Transportation	226				
	Principal – ES	226				
	Project Manager – Facilities & Construction	240				

8	
Director – Athletics	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

Daily	\$421.72	\$505.05	\$588.38
226 Days	\$95,309	\$114,141	\$132,974
240 Days	\$101,213	\$121,212	\$141,211

9	
Chief Human Resources Officer	226
Principal – HS	226

Daily	\$483.64	\$575.76	\$667.88
226 Days	\$109,303	\$130,122	\$150,941

10	
Ass't Sup't – Finance & Operations	226
Ass't Sup't	226
Ass't Sup't – Learning & Innovation	226

Daily	\$580.36	\$690.91	\$801.46
226 Days	\$131,161	\$156,146	\$181,130

Dripping Springs Independent School District Personal Vehicle Allowance

Position	Monthly Vehicle Allowance
Child Nutrition Supervisor	\$200.00
Custodial Supervisor	\$200.00
Director of Athletics	\$200.00
Director of Child Nutrition	\$200.00
Director of Facilities & Construction	\$200.00
Assistant Director – Facilities	\$200.00
Project Manager – Facilities & Construction	\$200.00
Auditorium Manager	\$100.00
Assistant Superintendent for Learning & Innovation	\$100.00
Director of Safety	\$100.00
Director of Special Services	\$100.00
Director of Technology	\$100.00
Director of Transportation	\$100.00
Executive Director of Communications	\$100.00
Communications Specialist	\$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	\$40.00 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	\$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)	\$21.50 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>)	

Dripping Springs Independent School District Community Services Seasonal Pay

Position	Assignment	Rate of Pay
Kids Club & Club CRASH		
	Site Coordinator	\$20.00 per hour
	Staff Worker	\$15.00 per hour
	Student Worker	\$13.00 per hour
Summer Camps		
	Camp Coach - Certified (PE certification required)	\$30.00 per hour
	Camp Coach – Noncertified	\$20.00 per hour
	Lead Camp Counselor	\$20.00 per hour
	Summer Camp Counselor	\$15.00 per hour
	Junior Camp Counselor	\$13.00 per hour

Dripping Springs Independent School District Substitute Pay

Position	Assignment	Rate of Pay
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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

- 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.

Supplemental Pay for Full-Time Teacher Class Coverage
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Elementary	Full-Day Class Coverage	\$30.00 per day split
Secondary	2 nd 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	\$21.50+ per hour
Bus Monitor*	\$15.00+ per hour
Custodial	\$15.00+ per hour
Child Nutrition	\$15.00+ per hour
Child Care Provider	\$15.00+ per hour

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