# 2026-2027 Compensation Plan

Updated August 24, 2026

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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.

# 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 2026-2027 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 (2026-2027) 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 2026-2027 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 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 2026-2027 school year.

## Teacher Compensation Scale

| 26/27 Step | 26/27 Salary | TRA Increase | Locally Funded Increase | 26/27 Total Salary |
|---|---|---|---|---|
| 0 - Uncertified | $56,250 | | | $56,250 |
| 0 - Certified | $56,500 | | | $56,500 |
| 1 | $56,665 | | $1,200 | $57,865 |
| 2 | $56,765 | | $1,700 | $58,465 |
| 3 | $56,882 | $2,500 | | $59,382 |
| 4 | $57,057 | $2,500 | | $59,557 |
| 5 | $57,232 | $5,000 | | $62,232 |
| 6 | $57,452 | $5,000 | | $62,452 |
| 7 | $57,752 | $5,000 | | $62,752 |
| 8 | $58,052 | $5,000 | | $63,052 |
| 9 | $58,452 | $5,000 | | $63,452 |
| 10 | $58,952 | $5,000 | | $63,952 |
| 11 | $59,452 | $5,000 | | $64,452 |
| 12 | $59,952 | $5,000 | | $64,952 |
| 13 | $60,452 | $5,000 | | $65,452 |
| 14 | $60,952 | $5,000 | | $65,952 |
| 15 | $61,452 | $5,000 | | $66,452 |
| 16 | $61,952 | $5,000 | | $66,952 |
| 17 | $62,452 | $5,000 | | $67,452 |
| 18 | $62,952 | $5,000 | | $67,952 |
| 19 | $63,452 | $5,000 | | $68,452 |
| 20 | $63,952 | $5,000 | | $68,952 |
| 21 | $64,452 | $5,000 | | $69,452 |
| 22 | $64,952 | $5,000 | | $69,952 |
| 23 | $65,452 | $5,000 | | $70,452 |
| 24 | $65,952 | $5,000 | | $70,952 |
| 25 | $66,452 | $5,000 | | $71,452 |
| 26+ | $66,982 | $5,000 | | $71,982 |

| | |
|---|---|
| **Hiring Range Minimum** | **$56,500** |
| **Hiring Range Maximum** | **$71,982** |
| **Continuing Teacher Range Maximum** | **$75,521** |

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*.

## Teacher Stipends

| Stipend | Eligibility | Payment Type | Amount |
|---|---|---|---|
| **General Master's Degree** | Degree before or during 2026-2027 school year | Annualized and paid throughout the year | **$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, PreK Inclusion** | Certified and assigned to teach full-time in a Special Education resource or inclusion setting | Annualized and paid throughout the year | **$2,000** |
| **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 | **$3,000** |
| **Special Education – ACC/SLC/STARS** | 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 | **$4,000** |
| **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** |
| **Additional Section** | Assigned to be Teacher of Record for an additional section | Annualized and paid throughout the year | **$7,062** |
| **Additional Special Education Section** | Assigned to be Teacher of Record for an additional of a Special Education section | Annualized and paid throughout the year | **$7,312** |

### 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 **April 1** to be eligible for stipend distribution for the 2026-2027 school year.
- 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 (9) | $2,000* |
| Lighthouse Coordinator (2) | $500* |

| Academic | |
|---|---|
| AP Testing Coordinator | $1,000* |
| Class Sponsor, 9th | $500* |
| Class Sponsor, 10th | $500* |
| Class Sponsor, 11th/Prom Coordinator | $1,000* |
| Class Sponsor, 12th/Senior Retreat | $500* |
| FFA Advisor | $5,000 |
| 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 |
| Color Guard Instructor | $10,000 |
| 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, 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 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 (1) | $500* |

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

**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 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 | |
|---|---|
| *Leadership Stipend – Elementary FLI Lead (1) | $1,000 |
| *Leadership Stipend – Secondary FLI Lead (1) | $1,000 |

| Special Services | |
|---|---|
| Bilingual LSSP/SLP Services | $7,000 |
| CALT Certified Dyslexia Specialist | $1,000 |
| Early Childhood Lead | $2,000 |
| **Hard-to-Fill – Licensed Position | $1,500 |
| Related Services Lead | $2,000 |
| School Psychology Services Lead | $3,000 |
| Secondary Transition Services Lead | $2,000 |
| Special Olympics Head of Delegation | $2,000 |
| Special Services Coordinator | $3,000 |
| Speech Therapy Services Lead | $3,000 |

**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).
- **Hard-to-Fill – Licensed Positions are identified as: LSSP, LSSP Intern, Diagnostician, Speech Language Pathologist, Speech Language Pathologist Assistant, Occupational Therapist, Occupational Therapist Assistant, Physical Therapist, Orientation & Mobility Specialist.
- * 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.

## Dripping Springs Independent School District
## Human Resources & Communications Stipends

| Human Resources | | |
|---|---|---|
| | Resident Teacher Stipend (6) | $20,000 |
| | Resident Host Teacher Stipend (6) | $2,000 |
| | Resident Host Teacher Mentor Stipend (6) | $1,000 |

| Communications | | |
|---|---|---|
| | District Photographer / Multi-Media Stipend (1) | $3,500 |

**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
## Safety and Security Stipends

| Human Resources | |
|---|---|
| Safety Specialist Trainer (1) | $5,000 |

**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** | **$15.46** | **$18.40** | **$21.35** |
| | Child Care Provider | 187 | **187 Days** | $23,128 | $27,526 | $31,940 |
| | Instructional Aide | 187 | **226 Days** | $27,952 | $33,267 | $38,601 |
| | Receptionist - CLL | 226 | | | | |
| | Receptionist - ES, MS, HS | 187 | | | | |
| | *Special Ed Aide - Inclusion/Resource | 187 | | | | |
| | *Special Ed Aide - Pre-K Inclusion | 187 | | | | |
| **2** | | | **Hourly** | **$16.32** | **$19.44** | **$22.54** |
| | Attendance Clerk - HS / MS | 192 / 197 | **187 Days** | $24,415 | $29,082 | $33,720 |
| | Instructional Aide – ISS, DAEP | 187 | **192 Days** | $25,068 | $29,860 | $34,621 |
| | Jhall Attendance Monitor | 192 | **197 Days** | $25,720 | $30,637 | $35,523 |
| | Lead Child Care Provider | 187 | | | | |
| | *Special Education Aide – ECSE | 187 | | | | |
| | *Special Education Aide – FOCUS | 187 | | | | |
| **3** | | | **Hourly** | **$17.35** | **$20.64** | **$23.95** |
| | Admin. Assistant I, Asst. Principal | 187 | **187 Days** | $25,956 | $30,877 | $35,829 |
| | Admin. Assistant I, Special Education | 187 | **207 Days** | $28,732 | $34,180 | $39,661 |
| | PEIMS Specialist - ES, MS, HS | 207 | **215 Days** | $29,842 | $35,501 | $41,194 |
| | Records Specialist – Special Education | 215 | | | | |
| | *Special Education Aide – ACC | 187 | | | | |
| | *Special Ed Aide – Behavior Support | 187 | | | | |
| | *Special Education Aide – Job Coach | 187 | | | | |
| | *Special Education Aide – SLC | 187 | | | | |
| | *Special Education Aide – STARS | 187 | | | | |

*Employee will receive $3.00 differential in hourly calculation.

| Pay Grade | Job Title | Calendars | | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|---|
| **4** | | | **Hourly** | **$19.39** | **$23.07** | **$26.76** |
| | Admin. Assistant II - Athletics | 207 | **207 Days** | $32,110 | $38,204 | $44,315 |
| | Admin. Assistant II – ES, MS Principal | 226 | **226 Days** | $35,057 | $41,711 | $48,382 |
| | Bookkeeper – HS | 226 | | | | |
| | Registrar – HS | 226 | | | | |
| **5** | | | **Hourly** | **$21.93** | **$26.10** | **$30.28** |
| | Accounts Payable Specialist | 226 | **226 Days** | $39,649 | $47,189 | $54,746 |
| | Admin. Assistant III – Athletics | 226 | | | | |
| | Admin. Assistant III – Chief/Deputy | 226 | | | | |
| | Admin. Assistant III – Child Nutrition | 226 | | | | |
| | Admin. Assistant III – Community Services | 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** | **$25.51** | **$30.36** | **$35.22** |
| | District PEIMS Specialist | 226 | **192 Days** | $39,183 | $46,633 | $54,098 |
| | HR Certification Specialist | 226 | **226 Days** | $46,122 | $54,891 | $63,678 |
| | HR Specialist | 226 | | | | |
| | Information Systems Specialist | 226 | | | | |
| | Licensed Vocational Nurse (LVN) | 192 | | | | |
| | Payroll Specialist | 226 | | | | |
| | Technical Support Specialist | 226 | | | | |
| **7** | | | **Hourly** | **$32.39** | **$38.56** | **$44.73** |
| | Technical Support Coordinator | 226 | **226 Days** | $58,561 | $69,716 | $80,872 |

*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
## Auxiliary Compensation Scale

| Pay Grade | Job Title | Calendars | | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|---|
| **1** | | | **Hourly** | **$15.46** | **$18.40** | **$21.35** |
| | Crossing Guard | 175 | **175 Days** | $21,644 | $25,760 | $29,890 |
| | Lunch Monitor | 177 | **177 Days** | $21,891 | $26,054 | $30,232 |
| | Security Monitor - HS | 177 | | | | |
| **2** | | | **Hourly** | **$16.32** | **$19.44** | **$22.54** |
| | Custodian | 240 | **240 Days** | $31,334 | $37,325 | $43,277 |
| | Maintenance - Groundskeeper | 250 | **250 Days** | $32,640 | $38,880 | $45,080 |
| **3** | | | **Hourly** | **$17.35** | **$20.64** | **$23.95** |
| | Lead Custodian | 240 | **187 Days** | $25,956 | $30,877 | $35,829 |
| | Maintenance - General Worker | 250 | **240 Days** | $33,312 | $39,629 | $45,984 |
| | | | **250 Days** | $34,700 | $41,280 | $47,900 |
| **4** | | | **Hourly** | **$19.39** | **$23.07** | **$26.76** |
| | Head Custodian - ES | 250 | **250 Days** | $38,780 | $46,140 | $53,520 |
| **5** | | | **Hourly** | **$21.43** | **$25.51** | **$29.59** |
| | Head Campus Custodian – MS | 250 | **250 Days** | $42,860 | $51,020 | $59,180 |
| | Locksmith | 250 | | | | |
| | Maintenance – Certified Pest Management | 250 | | | | |
| | Maintenance – Skilled Trades | 250 | | | | |
| **6** | | | **Hourly** | **$23.47** | **$27.93** | **$32.40** |
| | Head Campus Custodian – HS | 250 | **250 Days** | $46,940 | $55,860 | $64,800 |
| **7** | | | **Hourly** | **$25.51** | **$30.36** | **$35.22** |
| | HVAC Coordinator/Trainer *(+5.00/hr)* | 250 | **226 Days** | $46,122 | $54,891 | $63,678 |
| | Licensed Electrician | 250 | | | | |
| | Licensed HVAC Technician | 250 | | | | |
| | Licensed Plumber | 250 | | | | |
| | Licensed Water Manager | 250 | | | | |
| | Special Systems Technician | 250 | | | | |
| | Warehouse Supervisor | 250 | | | | |

*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
## Child Nutrition Compensation Scale

| Pay Grade | Job Title | Calendars | | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|---|
| **1** | | | **Hourly** | **$18.41** | **$21.92** | **$25.43** |
| | Child Nutrition Specialist* *(7 hrs)* | 181 | **181 Days** | $23,325 | $27,773 | $32,220 |
| **2** | | | **Hourly** | **$19.43** | **$23.14** | **$26.83** |
| | Child Nutrition Assistant Manager – ES, MS | 183 | **183 Days** | $28,446 | $33,877 | $39,279 |
| **3** | | | **Hourly** | **$20.45** | **$24.35** | **$28.24** |
| | Child Nutrition Manager - ES | 183 | **183 Days** | $29,939 | $35,648 | $41,343 |
| **4** | | | **Hourly** | **$21.48** | **$25.57** | **$29.66** |
| | Child Nutrition Assistant Manager – HS | 183 | **183 Days** | $31,447 | $37,434 | $43,422 |
| | Child Nutrition Manager – MS | 183 | | | | |
| **5** | | | **Hourly** | **$22.50** | **$26.78** | **$31.06** |
| | Child Nutrition Manager – HS | 183 | **183 Days** | $32,940 | $39,206 | $45,472 |

*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.

Managers assigned to a shared/connected kitchen serving two campuses will receive a $.50 per hour pay differential.

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
## Transportation Compensation Scale

| Pay Grade | Job Title | Calendars | | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|---|
| **1** | | | **Hourly** | **$19.39** | **$23.07** | **$26.76** |
| | Bus Monitor* *(6 hrs)* | 175 | **175 Days** | $20,360 | $24,224 | $28,098 |
| **2** | | | **Hourly** | **$25.00** | **$29.50** | **$34.75** |
| | Non-CDL Driver * *(5 hrs)* | 175 | **175 Days** | $21,875 | $25,813 | $30,406 |
| **3** | | | **Hourly** | **$30.60** | **$35.50** | **$40.82** |
| | Bus Driver* *(5 hrs)* | 175 | **175 Days** | $26,775 | $31,063 | $35,718 |
| | Bus Driver - Cover (+ $.50 /hr) | 175 | **226 Days** | $55,325 | $64,184 | $73,803 |
| | 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 | | | | |
| **4** | | | **Hourly** | **$33.26** | **$38.58** | **$44.37** |
| | Certified Bus Mechanic | 226 | **226 Days** | $60,134 | $69,753 | $80,221 |
| **5** | | | **Hourly** | **$36.14** | **$41.94** | **$48.23** |
| | Transportation Shop Foreman | 226 | **226 Days** | $65,341 | $75,828 | $87,200 |

*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
### Administrative/Professional Compensation Scale

| Pay Grade | Job Title | Calendars | | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|---|
| **1** | | | **Daily** | **$227.07** | **$270.32** | **$313.57** |
| | Child Nutrition Supervisor | 226 | **226 Days** | $51,318 | $61,092 | $70,867 |
| | Community Education Coordinator | 226 | **240 Days** | $54,497 | $64,877 | $75,257 |
| | Community Services Programs Coordinator | 226 | | | | |
| | District Recruiter | 226 | | | | |
| | Groundskeeping Supervisor | 240 | | | | |
| **2** | | | **Daily** | **$271.35** | **$323.04** | **$374.72** |
| | Communications Specialist | 226 | **187 Days** | $50,742 | $60,408 | $70,073 |
| | Color Guard Instructor | 187 | **197 Days** | $53,456 | $63,639 | $73,820 |
| | Dietitian | 226 | **207 Days** | $56,169 | $66,869 | $77,567 |
| | Executive Admin. Assistant | 226 | **226 Days** | $61,325 | $73,007 | $84,687 |
| | Facilities Use Coordinator | 226 | | | | |
| | HR Coordinator | 226 | | | | |
| | Network Analyst | 226 | | | | |
| | Occupational Therapist Assistant | 187 | | | | |
| | Purchasing Coordinator | 226 | | | | |
| | Safety Specialist | 197/207 | | | | |
| | Speech Language Pathologist Assistant | 187 | | | | |
| **3** | | | **Daily** | **$301.47** | **$358.90** | **$416.31** |
| | Accountant | 226 | **192 Days** | $57,882 | $68,909 | $79,932 |
| | Assistant Director - Transportation | 226 | **197 Days** | $59,390 | $70,703 | $82,013 |
| | A/V Technical & Events Supervisor | 226 | **207 Days** | $62,404 | $74,292 | $86,176 |
| | Child Care Director | 226 | **226 Days** | $68,132 | $81,111 | $94,086 |
| | Testing / Portfolio Coordinator - HS | 197 | **240 Days** | $72,353 | $86,136 | $99,914 |
| | Custodial Supervisor | 240 | | | | |
| | Data Systems Coordinator | 226 | | | | |
| | Facilitator of Learning & Innovation (FLI) | 197 / 207 | | | | |
| | Nurse - RN | 192 | | | | |
| | Payroll Coordinator | 226 | | | | |
| | PEIMS Coordinator - District | 226 | | | | |

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|
| **4** | | | | | |
| | 504 Coordinator | 197, 207 | | | |
| | Assistive Technology Specialist | 197 | | | |
| | ARD Facilitator | 197 | | | |
| | Athletic Coordinator | 215 | | | |
| | Athletic Trainer | 207 | | | |
| | Behavior Specialist | 192 | | | |
| | Behavior Coordinator | 215 | | | |
| | Career & Technical Education Coordinator | 215 | | | |
| | Counselor - ES, MS | 202 | | | |
| | Diagnostician / School Psychologist | 192 | | | |
| | Diagnostician / School Psychologist Lead | 197 | | | |
| | Health Services Coordinator | 202 | | | |
| | Instructional Coach | 197, 215 | | | |
| | Instructional Coordinator | 215 | | | |
| | Intervention Coordinator | 215 | | | |
| | Low Incidence Coordinator | 215 | | | |
| | Low Incidence Specialist | 192 | | | |
| | LSSP Intern | 187 | | | |
| | Network Administrator | 226 | | | |
| | Occupational Therapist | 187 | | | |
| | Orientation & Mobility Specialist | 187 | | | |
| | Physical Therapist | 187 | | | |
| | Safety Coordinator | 207 | | | |
| | Speech Language Pathologist | 187 | | | |
| | Speech Language Pathologist Lead | 197 | | | |
| | Teacher for Deaf & Hard of Hearing | 187 | | | |
| | Technical Support Administrator | 226 | | | |
| | Visual Impairment Instructor/Specialist | 187 | | | |

| Daily | $319.56 | $380.42 | $441.30 |
|---|---|---|---|
| **187 Days** | $59,758 | $71,139 | $82,523 |
| **192 Days** | $61,356 | $73,041 | $84,730 |
| **197 Days** | $62,953 | $74,943 | $86,936 |
| **202 Days** | $64,551 | $76,845 | $89,143 |
| **207 Days** | $66,149 | $78,747 | $91,349 |
| **215 Days** | $68,705 | $81,790 | $94,880 |
| **226 Days** | $72,221 | $85,975 | $99,734 |

| | | | | | |
|---|---|---|---|---|---|
| **5** | | | | | |
| | Assistant Director - Athletics | 226 | | | |
| | Assistant Director - Finance | 226 | | | |
| | Assistant Director - HR | 226 | | | |
| | Assistant Director - Technology | 226 | | | |
| | Assistant Principal - ES | 207 | | | |
| | Assistant Principal - MS | 215 | | | |
| | Counselor - HS | 207 | | | |
| | Counselor - HS Lead | 220 | | | |
| | Intervention Services Supervisor | 220 | | | |
| | Mental Health Professional | 215 | | | |
| | Special Education Instructional Supervisor | 220 | | | |

| Daily | $338.74 | $403.26 | $467.78 |
|---|---|---|---|
| **207 Days** | $70,119 | $83,475 | $96,830 |
| **215 Days** | $72,829 | $86,701 | $100,573 |
| **220 Days** | $74,523 | $88,717 | $102,912 |
| **226 Days** | $76,555 | $91,137 | $105,718 |

| Pay Grade | Job Title | Calendars | | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|---|
| **6** | | | **Daily** | **$359.06** | **$427.46** | **$495.85** |
| | Assistant Director - Special Services | 226 | **215 Days** | $77,198 | $91,904 | $106,608 |
| | Assistant Principal - HS | 215 | **220 Days** | $78,993 | $94,041 | $109,087 |
| | Associate Principal - HS | 226 | **226 Days** | $81,148 | $96,606 | $112,062 |
| | Band Director - HS | 220 | | | | |
| **7** | | | **Daily** | **$384.19** | **$457.38** | **$530.55** |
| | Director - Child Nutrition | 226 | **226 Days** | $86,827 | $103,368 | $119,904 |
| | Director - Community Services | 226 | | | | |
| | Director - Facilities | 240 | | | | |
| | Director - Finance | 226 | | | | |
| | Director - Safety | 226 | | | | |
| | Director - Assessment/Accountability | 226 | | | | |
| | Director - Transportation | 226 | | | | |
| | Principal - ES | 226 | | | | |
| | Project Manager - Facilities & Construction | 240 | | | | |
| **8** | | | **Daily** | **$446.82** | **$535.12** | **$623.42** |
| | Director - Athletics | 226 | **226 Days** | $100,981 | $120,937 | $140,893 |
| | Director - Construction & Planning | 240 | **240 Days** | $107,237 | $128,429 | $149,621 |
| | Director - Counseling & Health Services | 226 | | | | |
| | Director - Curriculum & Instruction | 226 | | | | |
| | Director - Special Services | 226 | | | | |
| | Director - Student Services | 226 | | | | |
| | Director - Technology | 226 | | | | |
| | Principal - MS | 226 | | | | |
| **9** | | | **Daily** | **$512.44** | **$610.04** | **$707.64** |
| | Chief Academic Officer | 226 | **226 Days** | $115,811 | $137,869 | $159,927 |
| | Chief Communications Officer | 226 | | | | |
| | Chief Human Resources Officer | 226 | | | | |
| | Principal, HS | 226 | | | | |
| **10** | | | **Daily** | **$604.67** | **$719.85** | **$835.02** |
| | Chief Financial Officer | 226 | **226 Days** | $136,655 | $162,686 | $188,715 |
| | Chief Operations Officer | 240 | **240 Days** | $145,121 | $172,764 | $200,405 |
| **11** | | | **Daily** | **$695.37** | **$827.83** | **$960.28** |
| | Deputy Superintendent | 226 | **226 Days** | $157,154 | $187,090 | $217,023 |

# Personal Vehicle Allowance

| Tier | Monthly Vehicle Allowance |
|---|---|
| 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 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 | |
| | Providing Professional Development (Off contract) | |
| | Saturday School | |
| | Test Monitor/Proctor (degreed/certified) | |
| **Instructional Aides** | | |
| | Disciplinary Day Class | $17.00 per hour |
| | Tutoring/Extra-Duty Instruction | $17.00 per hour |
| **Special Services Professional Support Staff** | | |
| | Homebound Instruction - Special Education (certification required) | $45.00 per hour |
| | Respite Care Provider | $20.00 per hour |
| | Providing Professional Development (Off contract) | $45.00 per hour |
| | Supplemental Evaluations | $45.00 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<br>($40.00 round trip minimum pay) |
| **Auxiliary Staff** | | |
| | Custodial Staff – Summer | $15.15 per hour |
| | Maintenance – On-Call Assignment<br>(on-call assignment as defined in the *Compensation Plan Guidelines*) | $50.00 per assignment |
| **New Instructional Staff Orientation** | | |
| | New Teacher Orientation (August) | $150.00 per day |
| | New Instructional Aide Orientation (August) | Hourly rate |
| **Extracurricular Events** | | |
| | Extracurricular Event Worker | $15.00 per hour |
| | Extracurricular Event Monitor | $20.00 per hour |
| | Varsity Football Game Supervision | $100 per game |

# Dripping Springs Independent School District
# Community Services Seasonal Pay

| Position | Assignment | Rate of Pay |
|---|---|---|
| **Kids Club & Club CRASH** | | |
| | Site Coordinator | $25.00 per hour |
| | Site Coordinator Substitute | $25.00 per hour |
| | Staff Worker | $18.00 per hour |
| | Student Worker | $15.00 per hour |
| **Summer Camps** | | |
| | Camp Coach - Certified (PE certification required) | $30.00 per hour |
| | Camp Coach – Noncertified | $20.00 per hour |
| | Lead Camp Counselor | $23.00 per hour |
| | Summer Camp Counselor | $18.00 per hour |
| | Summer Camp Nurse | $45.00 per hour |
| | Junior Camp Counselor | $15.00 per hour |

## Dripping Springs Independent School District
## Substitute Pay

| Position | Assignment | Rate of Pay |
|---|---|---|
| **Substitute Teacher/Aide** | | |
| | **Priority Assignment** | |
| | Certified/licensed substitute teacher | $125.00 per day |
| | Non-certified/licensed substitute teacher | $115.00 per day |
| | **Regular Assignment** | |
| | Certified/licensed substitute teacher | $120.00 per day |
| | Non-certified/licensed substitute teacher | $110.00 per day |
| | Clerical substitute | $110.00 per day |
| | **Long-Term Assignment** (10 or more consecutive days) | |
| | **Priority**: Certified/licensed substitute teacher | $155.00 per day |
| | Certified/licensed substitute teacher | $150.00 per day |
| | **Priority**: Non-certified/licensed substitute teacher | $135.00 per day |
| | Non-certified/licensed substitute teacher | $130.00 per day |
| | **4th/8th Period Coverage - High School** | $30.00 per section |
| | Last Period of the Day Coverage - Middle School | $20.00 per section |

**Notes**

◦Classroom substitutes who serve ten consecutive days in the same long-term assignment will be paid at the long-term substitute rate retroactive to the first day of the assignment.

| **Supplemental Pay for Full-Time Teacher Class Coverage** | | |
|---|---|---|
| **Elementary** | Full-Day Class Coverage | $30.00 per day split |
| **Middle School** | 2nd Conference Class Coverage | $20.00 per class |
| **High School** | 2nd 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/LVN/Counselor/Administrator**

Minimum Daily/Hourly Rate of Pay Grade for the assigned position in the Compensation Plan.

**Substitute Auxiliary Staff**

Minimum Hourly Rate of Pay Grade for the assigned position in the Compensation Plan.

| | |
|---|---|
| Bus Driver | $ 30.60 per hour |
| Bus Monitor | $ 19.39 per hour |
| Custodial | $ 16.32 per hour |
| Child Nutrition | $ 18.41 per hour |
| Child Care Provider | $ 15.46 per hour |
| Lunch Monitor | $ 15.46 per hour |

# Dripping Springs Independent School District
## Summer School / ESY Pay

| Position | Assignment | Rate of Pay |
|---|---|---|
| | Teacher | $40.00 per hour |
| | Instructional Aide – ESY | $20.00 per hour |
| | Instructional Aide – Summer School | $17.00 per hour |
| | Support Services | $45.00 per hour |
| | Nurse | $45.00 per hour |
| | Administrator – Elementary | $6,000 stipend |
| | Administrator - Secondary | $7,000 stipend |

# Dripping Springs Independent School District
# Student Employment Pay

| Position | Assignment | Rate of Pay |
|---|---|---|
| **DSISD Events Technician** | | |
| | Event Technician | $12.00 per hour |
| **Tiger Shack** | | |
| | Tiger Shack Worker | $10.00 per hour |
| **Transportation** | | |
| | Summer Bus Washers | $15.00 per hour |