

Dripping Springs

INDEPENDENT SCHOOL DISTRICT

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, 12 th /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	Child Nutrition Specialist* (7 hrs)	181	Hourly	\$18.41	\$21.92	\$25.43
			181 Days	\$23,325	\$27,773	\$32,220
2	Child Nutrition Assistant Manager – ES, MS	183	Hourly	\$19.43	\$23.14	\$26.83
			183 Days	\$28,446	\$33,877	\$39,279
3	Child Nutrition Manager - ES	183	Hourly	\$20.45	\$24.35	\$28.24
			183 Days	\$29,939	\$35,648	\$41,343
4	Child Nutrition Assistant Manager – HS	183	Hourly	\$21.48	\$25.57	\$29.66
	Child Nutrition Manager – MS	183	183 Days	\$31,447	\$37,434	\$43,422
5	Child Nutrition Manager – HS	183	Hourly	\$22.50	\$26.78	\$31.06
			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			Daily	\$319.56	\$380.42	\$441.30
	504 Coordinator	197, 207	187 Days	\$59,758	\$71,139	\$82,523
	Assistive Technology Specialist	197	192 Days	\$61,356	\$73,041	\$84,730
	ARD Facilitator	197	197 Days	\$62,953	\$74,943	\$86,936
	Athletic Coordinator	215	202 Days	\$64,551	\$76,845	\$89,143
	Athletic Trainer	207	207 Days	\$66,149	\$78,747	\$91,349
	Behavior Specialist	192	215 Days	\$68,705	\$81,790	\$94,880
	Behavior Coordinator	215	226 Days	\$72,221	\$85,975	\$99,734
	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				
5			Daily	\$338.74	\$403.26	\$467.78
	Assistant Director - Athletics	226	207 Days	\$70,119	\$83,475	\$96,830
	Assistant Director - Finance	226	215 Days	\$72,829	\$86,701	\$100,573
	Assistant Director - HR	226	220 Days	\$74,523	\$88,717	\$102,912
	Assistant Director - Technology	226	226 Days	\$76,555	\$91,137	\$105,718
	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				

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 (\$40.00 round trip minimum pay)
Auxiliary Staff		
	Custodial Staff – Summer	\$15.15 per hour
	Maintenance – On-Call Assignment (on-call assignment as defined in the <i>Compensation Plan Guidelines</i>)	\$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	2 nd Conference Class Coverage	\$20.00 per class
High School	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/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