

DUBLIN ISD 2026-2027 COMPENSATION PLAN

**Draft
07/20/2026**

Purpose and Authority

The Dublin ISD compensation system is designed and administered for the purpose of attracting and retaining qualified employees to achieve the goals of the district. The Superintendent is responsible for the development, maintenance, and administration of employee pay systems in accordance with Board policies and administrative procedures in the district compensation plan.

Description

Classroom teachers, full-time librarians, counselors and nurses will be paid no less than the state minimum salary schedule based on years of experience. The local salary schedule for staff will be determined annually upon Board approval of the amount budgeted for pay increases. For other employees, the Superintendent will assign positions to pay ranges that set the minimum and maximum base pay for the position. Jobs are classified for pay purposes on the basis of qualifications and duties as defined by the district, and market surveys of competitive pay rates. Pay ranges are reviewed annually and adjusted as needed.

1. The Dublin ISD Employee Pay System consists of the following components:

- Employee “base pay” per Pay Grades 1-20
- Employee supplemental pay for additional assignments/extra duty
- Employee supplemental pay for acute shortage teaching fields and other shortage fields
- Employee benefits and other employee related costs paid by employer
- Temporary/substitute employee pay

2. The initial salary for employees in Pay Grades 1-14 and Pay Grades 17-19 shall be determined by the Superintendent and approved by the Board.

Pay Grade placement, initial step placement and step advancement for employees in Pay Grade 15 shall be in accordance with applicable provisions of the Texas Education Code and the Texas Administrative Code governing classroom teachers, full-time librarians, full-time counselors and full-time school nurses.

Pay Grade placement and initial step placement for employees in Pay Grade 16 shall be determined by the Superintendent, and approved by the Board, with step advancement in accordance with rules governing employees in Pay Grade 15.

“Base pay” for employees in Pay Grades 1-14 and Pay Grades 17-20 must be within the assigned pay ranges.

In addition to “base pay”, qualifying employees may receive the following additional compensation:

- Qualifying employees may receive additional compensation to the extent authorized by a grant(s) approved by the local district.
- Qualifying employees may receive supplemental pay for additional assignments/extra duty/acute shortage teaching fields/other shortage fields, etc.

3. Employee compensation may be prorated depending upon the number of days employed.

4. All jobs will be classified as exempt or nonexempt in accordance with the requirements of the federal Fair Labor Standards Act. The Superintendent or Designee will determine the classification of each position based on a description of assigned job duties and the method of compensation. Generally, an employee is

exempt if the employee's primary duties are executive, administrative, or professional as defined in federal regulations and the employee is compensated on a salary basis.

The Superintendent shall determine the classification of positions or employees as "exempt" or "nonexempt" for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA) as follows:

- Employees in Pay Grades 14-20 are FLSA exempt from the overtime pay requirements of the FLSA and are paid on a salary basis. The salaries of these employees are intended to cover all hours worked. Exempt employees are paid on a monthly basis for the number of months in their annual employment period. Exempt employees are not entitled to overtime compensation. Exempt employees are paid to perform a job and compensation is not based on an hourly rate.
- Employees in Pay Grades 1-13 are FLSA nonexempt, but shall be paid on a salary basis and are paid for a 40-hour work week and do not earn additional pay unless the employee works more than 40 hours. School bus route drivers (Pay Grade 1) shall also be considered FLSA nonexempt, paid on a salary basis for a 25-hour workweek and do not earn additional pay unless the employee works more than 25 hours.
- All employees will work a forty (40) hour week as scheduled at each campus or within each department.

5. For purposes of this policy, a 12-month period shall be July 1 through June 30.

6. Discretionary holidays for 12 month employees are addressed in the District Regulations Manual.

7. Non-exempt employees who work more than 40 hours in any workweek will receive overtime compensation at time-and-a-half rates. See item 8 below for detailed description of how overtime compensation is calculated if employee is employed in two nonexempt positions within the district. Nonexempt employees shall not be allowed to work beyond their regular schedule without prior authorization from their supervisor. An employee's regular work schedule may be adjusted during the week to prevent overtime.

8. FLSA Non-exempt employees who are employed in dual roles such as bus driver/maintenance worker are eligible for overtime. Overtime for dual role employees shall be calculated using the formula according to the Code of Federal Regulations §778.115.

- "Where an employee in a single workweek works at two different types of work for which different non-overtime rates of pay (of not less than the minimum wage) have been established, his regular rate for that week is the weighted average of such rates. That is, his total earning (except statutory exclusions) are computed to include his compensation during the workweek from all such rates, and are then divided by the total number of hours worked at all jobs." - Code of Federal Regulations §778.115.

Example:

- If a person is employed in two different non-exempt capacities, all hours worked in both jobs must be added together to meet the overtime provisions of FLSA.
 - Employee works as an instructional aide making \$8.50 an hour and as a bus driver making \$9.00 an hour. During one workweek the employee worked 21 hours as an aide and 26 hours as a bus driver.
 - 21 hours x \$8.50 = \$178.50
 - 26 hours x \$9.00 = \$234.00
 - \$178.50 + \$234.00 = \$412.50 at 47 hours
 - \$412.50 ÷ 47 hours = \$8.78 (Regular Rate)

- Overtime calculations are such:
 - \$8.75 x 0.5 = \$4.39
 - \$4.39 x 7 hours = \$30.73 (Overtime Due Employee).

9. Anniversary employment dates for employees in Pay Grades 1-20 are as follows:

10 Months - September 1
 10 ½ Months – August 1
 11 Months – August 1
 12 Months – July 1

10. Additional information regarding employee compensation and benefits can be found on the district’s Web site at Board Policy Series DE and the “Employee Handbook.”

PAY GRADES ARE AS FOLLOWS:

AUXILIARY PERSONNEL POSITIONS:

Pay Grade	Job Title	Duty Days	FLSA Status		Minimum Hourly Rate	Minimum Annual Pay		Maximum Hourly Rate	Maximum Annual Pay
1A	Rover for District Operation	163	Non-exempt		10.43	8,500		20.86	17,000
1B	Bus Route Driver	163	Non-exempt		15.95	13,000		25.00	20,375
2A	Food Service Worker	169	Non-exempt		10.53	14,240		25.00	33,800
2B	Custodian	211	Non-exempt		11.10	18,737		20.00	33,760
3	Lead Custodian	211	Non-exempt		15.85	26,755		26.42	44,597
4									
5	Groundskeeper	211	Non-exempt		9.88	16,677		20.84	35,178
6A	General Maintenance Worker	211	Non-exempt		12.24	20,661		25.89	43,702
6B	General Maintenance Foreman	211	Non-exempt		12.54	21,168		27.48	46,386
7	Mechanic	211	Non-exempt		13.00	21,944		25.65	43,297
8									
9	Food Service Clerk	179	Non-exempt		11.61	16,626		21.92	31,389
10	Classroom Aide Special Education Aide Special Needs Aide Computer Lab Aide In-School Suspension Aide Library Aide Health Clinic Aide Attendance Clerk	169	Non-exempt		11.84	16,008		25.95	35,084

11	Licensed Vocational Nurse	169	Non-exempt		13.63	18,428		23.53	31,813
12A	Campus Secretary: Intermediate School Elementary School Secretary for Special Education	189 189 189	Non-exempt		15.87	24,000		31.43	47,522
12B	Secondary Secretary Administrative Assistant to the Assistant Superintendent	211	Non-Exempt		16.00	27,008		36.99	62,439
13	Computer Technician I Accounts Payable Administrative Assistant to Superintendent PEIMS Coordinator	211	Non-exempt		16.59	28,004		40.00	67,520

PROFESSIONAL PERSONNEL POSITIONS:

Pay Grade	Job Title	Duty Days	FLSA Status		Minimum Daily Rate	Minimum Annual Pay		Maximum Daily Rate	Maximum Annual Pay
14A	LVN/RN/Teacher	169	Exempt		270.10	35,000		355.03	60,000
14B	Classroom Instructor (Lion Legacy Program)	169	Exempt		144.73	24,460		175.91	29,730
14C	Food Service Manager	189	Exempt		150.17	28,383		317.46	60,000
14D	Transportation Supervisor/Maintenance Supervisor	211	Exempt		165.88	35,000		331.75	70,000
15A	Classroom Teacher Full-Time Librarian	169	Exempt		<i>As Per District Salary Schedule</i>				
15B	Full-Time Nurse R.N.	169	Exempt		<i>Step as Per District Salary Schedule plus \$8,000</i>				
15C	Campus Counselor	189	Exempt		<i>Step as Per District Salary Schedule plus \$10,000</i>				
15D	Instructional Specialist	189	Exempt		<i>Step as Per District Salary Schedule plus \$9,000</i>				
16A	Assistant Speech Language- Pathologist	169	Exempt		<i>Step as Per District Salary Schedule plus \$3,000</i>				
16B	Speech Language Pathologist Educational Diagnostician VI/OM Teacher Educational Diag./Counselor	179 179 179 189	Exempt		<i>Step as Per District Salary Schedule plus \$10,000</i>				
16C	ARD Facilitator	179	Exempt		<i>Step as Per District Salary Schedule plus \$5,000</i>				
18A	Assistant Principal	189	Exempt		330.69	62,500		502.65	95,000

18B	Director of Curriculum/Instru. Director of Special Education	211	Exempt		355.68	75,048		492.87	103,996
18C	Business Manager Technology Director	211	Exempt		260.66	55,000		450.24	95,000
19A	Elementary Principal Intermediate Principal	199	Exempt		336.54	70,000		466.35	97,000
19B	Reserved for future use		Exempt						
20A	Director of Athletics/Coach	211	Exempt		355.68	75,048		491.45	103,695
20B	Secondary Principal	211	Exempt		360.19	76,000		522.73	110,297
20C	Assistant Superintendent	211	Exempt		369.90	78,050		545.02	115,000

PAY GRADE 15 ONLY:

<u>TOTAL YEARS EXPERIENCE CREDITED</u>	<u>STATE MINIMUM YEARLY SALARY</u>	<u>DISTRICT YEARLY SALARY</u>	<u>DISTRICT YEARLY SALARY With M.E. or Ed.D.</u>
<u>09/01/25</u>			
0	33960	37460	37960
1	34690	38190	38690
2	35410	38910	39410
3	36150	39650	40150
4	37690	41190	41690
5	39230	42730	43230
6	40770	44270	44770
7	42200	45700	46200
8	43550	47050	47550
9	44840	48340	48840
10	46040	49540	50040
11	47180	50680	51180
12	48280	51780	52280
13	49280	52780	53280
14	50250	53750	54250
15	51160	54660	55160
16	52030	55530	56030
17	52840	56340	56370
18	53610	57110	57610
19	54340	57840	58340
20	55030	58530	59030
21	55030	59130	59630
22	55030	59730	60230
23	55030	60330	60830
24	55030	60930	61430
25	55030	61530	62030
26+	55030	62130	62630

Efficiency Payment

The maximum amount of the conditional efficiency payment would be set annually by the board as part of its annually adopted District compensation plan. Whether the efficiency payment would be paid to employees during the school year at any level up to the maximum set by the board would be conditioned on available funding. Availability of such funding for the efficiency payment would be a matter for board consideration prior to the disbursement of the efficiency payment. The Administration would recommend that the Board consider whether the existing budget could support a conditional efficiency payment during the month of November or December 2026.

APPENDIX

- **Employee Supplemental Pay Schedule for Additional Assignments/Extra Duty**
- **Employee Supplemental Pay Schedule for Acute Shortage Teaching Fields and Other Shortage Fields**
- **Employee Benefits and Other Employee Related Costs Paid By Employer**
- **Substitute/Temporary Employee Pay Schedule**

EMPLOYEE SUPPLEMENTAL PAY SCHEDULE FOR ADDITIONAL ASSIGNMENTS/EXTRA DUTY

CLASSROOM TEACHER PER STATE TEACHER RETENTION ALLOTMENT

<u>ITEM</u>	<u>ANNUAL SUPPLEMENT PAID MONTHLY</u>
Classroom Teacher (0 – 2 years Professional Experience)	\$500
Classroom Teacher (3 – 4 years Professional Experience per state Teacher Retention Allotment)	\$4,000
Classroom Teacher (5+ years Professional Experience per state Teacher Retention Allotment)	\$8,000

ATHLETICS

<u>ITEM</u>	<u>ANNUAL SUPPLEMENT PAID MONTHLY</u>
Coach Base I [1 sports]	\$2,300
Coach Base II [2 sports]	\$4,600
Coach Base III [3 sports]	\$5,400
Coach Base IV [4 sports]	\$6,200
Assistant Athletic Director	\$5,000
Athletic Trainer	\$10,000
Coach Special Assignment, such as Coordinator	\$1,500
Head Varsity Football Coach	\$4,000
Head Varsity Basketball Coach	\$3,000
Head Varsity Volleyball Coach	\$3,000
Head Varsity Baseball Coach	\$3,000

Head Varsity Softball Coach	\$3,000
Head Varsity Track Coach	\$1,500
Head Varsity Powerlifting Coach	\$1,500
Head Varsity Cross Country Coach	\$1,500
Head Varsity Tennis Coach	\$1,500
Head Varsity Golf Coach	\$1,500
Varsity Cheer Coach	\$2,500
Junior High Cheer Coach	\$1,500

Junior High coaches will be paid an additional fifteen (15) days for summer duties to be paid at their daily rate. Daily rate is their base salary on the District salary schedule divided by 187 days.

High school coaches will be paid an additional fifteen (15) days for summer duties to be paid at their daily rate. Daily rate is their base salary on the District salary schedule divided by 187 days.

BAND, DRILL TEAM and FFA

<u>ITEM</u>	<u>ANNUAL SUPPLEMENT PAID MONTHLY</u>
Band Director	\$13,000
Assistant Band Director	\$8,000
Drill Team Director	\$2,500
JH Drill Team Director	\$1,500
FFA Advisor	\$8,600

Assistant Band Directors will be paid an additional twenty (20) days for summer duties to be paid at their daily rate. Daily rate is their base salary on the District salary schedule divided by 187 days.

OTHER EXTRACURRICULAR ASSIGNMENTS

<u>ITEM</u>	<u>ANNUAL SUPPLEMENT</u>
Secondary School	
UIL Academic Event Coach	\$300 first event, \$200 per event up to 4 events
Yearbook Sponsor	\$1,500
UIL Academic Coordinator	\$500
UIL Academic Coordinator – District	\$1,500
One Act Play Sponsor	\$2,000 HS / \$1,000 JH
One Act Play Assistant Sponsor	\$800
FCCLA Advisor	\$750
National Honor Society Sponsor	\$300
Student Council Sponsor	\$300
Future Problem Solving Coach	\$1,500
Prom Coordinator	\$500
Graduation Coordinator	\$300
Other Extracurricular Assignment Approved by Superintendent	Annual supplement approved by Superintendent

ITEM**ANNUAL SUPPLEMENT****Intermediate/Elementary School**

UIL Academic Event Coach	\$300 first event, \$200 per event up to 4 events
UIL Academic Coordinator	\$500
Yearbook Sponsor	\$500
Future Problem Solving Coach	\$1,500
Student Council Sponsor	\$200
Other Extracurricular Assignment Approved by Superintendent	Annual supplement approved by Superintendent

OTHER ADDITIONAL ASSIGNMENTS**ITEM****ANNUAL SUPPLEMENT**

Mentor Teacher for Teacher Certification Program or Other Program	\$1,000
Campus Dyslexia Coordinator with CALT Certification	\$1,500
Special Assignment such as Parental Involvement Coordinator, Gifted/Talented Coordinator, Bilingual/ESL Coordinator	\$2,000
Testing Coordinator	\$2,000
Tarleton Dual Enrollment Teacher	\$1,000
Bilingual Diagnostician, Speech Pathologist, Speech Assistant	\$2,000
District Guardian	\$1,500
Other Additional Assignment Determined/Approved by Superintendent	Annual supplement determined/approved by Superintendent

EXTRA DUTY**ITEM****HOURLY/OTHER RATE OF PAY**

Other Extra Duties Determined/Approved by Superintendent	Pay rate/amount approved by Superintendent
--	--

EMPLOYEE SUPPLEMENTAL PAY SCHEDULE FOR ACUTE SHORTAGE TEACHING FIELDS AND OTHER SHORTAGE FIELDS**ITEM****SIGNING
BONUS
SUPPLEMENT****ADDITIONAL
MONTHLY
SUPPLEMENT**

Mathematics Teacher	-0-	- 0 -
Science Teacher	-0-	- 0 -
Bilingual/English As A Second Language Teacher	\$6,000	-0-
Special Education Teacher	-0-	- 0 -
Languages Other Than English Teacher	-0-	- 0 -
Technology Applications Teacher	-0-	- 0 -

Speech-Language Pathologist

\$6,000

-0-

1. Acute shortage teaching fields include mathematics, bilingual, science, special education, languages other than English, technology application, and speech-language pathologist.
2. The signing bonus supplement is for a fully certified bilingual education teacher and fully certified speech pathologist only and does not include an assistant speech pathologist. The signing bonus is for the initial employment contract with the district. Signing bonus will be paid \$1,000 per semester over the first six semesters of employment.

EMPLOYEE BENEFITS AND OTHER EMPLOYEE RELATED COSTS PAID BY EMPLOYER

ITEM

AMOUNT

Employer Contribution to Employee Group Health Insurance Premium	\$375 per month per employee
Breakfast/Lunch for Food Service Employees, but not at Snack Bar	Meal Price determined by School Board
Local Athletic Pass for All Employees and Immediate Family	Ticket price determined by District Executive Committee
District Athletic Pass for Employees and Immediate Family approved by Superintendent	Ticket price determined by District Executive Committee
Physical for School Bus Drivers	Amount determined by health clinic designated by Superintendent
Commercial Driver License (CDL) for School Bus Drivers	Amount determined by Texas Department of Public Safety reimbursed after 6 months of employment with Dublin ISD \$1,000 Annual stipend for active drivers (Driver considered active if they drive at least 5 trips per year. Ex: Field trips, extracurricular trips, bus routes)
School Bus Driver Training	\$100 for certification course - reimbursed after 6 months of employment with Dublin ISD \$50 for re-certification course
Employer Use of Personal Cellular Telephones of Employees approved by Superintendent	Amount determined/approved by Superintendent
Superintendent Telecommunications Allowance	\$125 per month
Employer Use of Personal Vehicle of Employees Approved by Superintendent	Amount determined/approved by Superintendent
Local Civic/State Professional Organizations for Superintendent	Amount determined by Local Civic/State Professional Organizations
MASA Emergency Transportation	One year membership
Hospital Indemnity Plan	One year membership
Other	Amount determined/approved by Superintendent

The Employer contribution for health insurance is only for an eligible employee who chooses to take the group health insurance.

For use of the athletic passes immediate family includes spouse and children living at home to age 18 and still in high school.

SUBSTITUTE / TEMPORARY EMPLOYEE PAY SCHEDULE

ITEM

HOURLY/OTHER RATE OF PAY

Texas Certified Short-Term Substitute Teacher	\$14.00 per hour
Noncertified Short-Term Substitute Teacher	\$12.00 per hour
Other Substitute/Temporary Job Assignment	Pay rate/amount determined/approved by Superintendent
Texas Certified Long-Term Substitute Teacher	\$22.00 per hour
Texas Certified Long-Term Substitute Teacher - DAEP	\$22.00 per hour
Noncertified Long-Term Substitute Teacher	\$17.00 per hour
Other Substitute/Temporary Job Assignment	Pay rate/amount determined/approved by Superintendent
Texas Certified Teacher during Summer School	\$25 per hour
Classroom Aide during Summer School	\$15 per hour

A Long-Term Substitute Teacher is defined as substituting continuously for the same teacher at least fifteen (15) days.

A Substitute/Temporary Employee is nonexempt under the FLSA unless a Texas certified teacher, then exempt under the FLSA.

LOCAL MATERNITY LEAVE

Under district policy DEC (LOCAL), upon employment with the District, full-time employees shall be eligible for a maximum of 30 leave days of paid local leave to be used for the birth or adoption of the employee's own child. Implementation and application of the maternity/paternity policy will be made by the Superintendent or designee and is not appealable to the board of trustees.

A written request for local maternity leave must be made to the District central office.

REIMBURSEMENT UPON RETIREMENT

An employee who retires from employment with the District shall be eligible for reimbursement of state and local leave under the following conditions:

1. The employee retires under the Teacher Retirement System of Texas (TRS) guidelines or Employees Retirement System of Texas (ERS);
2. The employee provides 90 days' advance written notice of intent to retire from employment;
3. The employee has at least five years of service with the District; and
4. The employee has at least 30 days of available personal leave

The employee shall be reimbursed for each day of unused state and local leave up to a maximum of 100 days at 75% of the employee's daily rate of pay in effect at the time of retirement.

If the employee is reemployed by the District following the employee's retirement and reimbursement of leave, any local leave days for which the employee received payment shall not be available to that employee. State leave days for which such employee received payment shall not be available to that employee to the extent permitted by law.