



***DRIPPING SPRINGS INDEPENDENT  
SCHOOL DISTRICT***

***Regular Meeting***

***Monday, March 17, 2014  
6:30 PM***

**The Vision of Dripping Springs I.S.D.**

To inspire and equip students to be  
Life-long learners and positive contributors to the world.

**The Mission of Dripping Springs I.S.D.**

We partner with parents and the community  
to provide a superior education for every student.

# DRIPPING SPRINGS INDEPENDENT SCHOOL DISTRICT

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P.O. Box 479  
Dripping Springs, TX 78620-0479  
(512) 858-3000  
www.dsisd.txed.net



## BOARD OF TRUSTEES Regular Meeting AGENDA

Monday, March 17, 2014  
510 West Mercer Street, Dripping Springs, Board Room  
6:30 PM

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*As authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., the Board during the course of the meeting covered by this notice may enter into closed or executive session to discuss personnel, legal and/or real estate matters.*

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- I. **MANAGEMENT OVERSIGHT WORKSHOP** (Call to Order and Determination of Quorum)  
**The Workshop will start at 6:30 pm or immediately following the Agenda Review Meeting.**
- A. **BOARD ADMIN ASSISTANT - DISCUSSION OF ROLE AND SUPPORT**  
Presenter: Superintendent - Dr. Bruce Gearing
- B. **TASB PAY REVIEW - PRESENTATION**  
Presenter: Assistant Superintendent for Business Services - Elaine Cogburn
- C. **ADJOURNMENT**



# Compensation Plan Review

Dripping Springs Independent School District

**Cindy Clegg**

**Matthew Levitt**

March 17, 2014

Texas Association of School Boards, Inc.

HR Services

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Dripping Springs ISD (DSISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to conduct an employee compensation study. The HR Services Division has been providing compensation consulting and support service to Texas schools for over 30 years. This report presents a summary of the findings and recommendations from this project. The report includes a description of the study process, an explanation of the definitions and general purpose and methodology of pay systems, and a summary of findings and recommendations resulting from this study with supporting data.

## Background

The District first adopted a market-based pay range system in 2002. Periodic reviews of market alignment and plan updates have been conducted since that time. The last pay review conducted by TASB HR Services was in 2010.

District officials requested this pay review to ensure that all employees are paid within market-competitive pay ranges.

DSISD pay plans are organized by the following job groups:

- Teachers and Librarians
- Administrative/Professional
- Clerical/Technical
- Manual Trades
- Stipends for extracurricular duties

## Project Activities

HR Services consultants completed the following work tasks through the course of the review:

- **Initial planning and data collection**

Consultants conferred with district administrators to ensure a clear understanding of the concerns, problems, and objectives for the study. Pay data was collected on personnel employed at the start of the project. Personnel interviews were conducted with department heads to review organizational charts and employee pay concerns.

- **Assess competitive pay levels for common jobs**

The competitive job market group was approved by the district. Market data on competitive pay practices was compiled and compared to district pay practices. Consultants analyzed the data to determine where the district is at risk and identified priorities for pay system improvements.

- **Build pay range structures**

Benchmark jobs were identified in each employee group and used as the basis for market pricing and setting pay ranges. A pay range hierarchy was designed for each employee pay group to provide competitive pay ranges and internal pay system controls.

A market-based, competitive salary schedule was built for teachers and librarians to be used as a placement guide for new hires. The teacher hiring schedule illustrates schedule placement based on total years of service.

- **Develop implementation plan**

Pay data for current employees was applied to the new models to assess the cost and impact of implementing the proposed pay structures. The implementation plan was designed to achieve the following:

- provide a general pay increase to employees who are already paid within recommended pay ranges;
- provide additional adjustments as necessary to bring all employees up to the recommended minimum rate of pay for their position;
- provide additional targeted adjustments to improve the pay of employees considered to be too low compared to market values for their level of experience; and
- grandfather employees who are already paid above the recommended maximum rate of pay for their position but do not adjust pay any further until future adjustments to pay ranges recapture their pay rate.

- **Conduct draft review meetings and prepare final report**

Consultants reviewed the data analysis and initial findings and recommendations with district administrators before preparing this report.

## Data Sources

Data sources for this project were obtained from:

- District payroll on current employees
- Salary survey of comparison districts
- Statewide districts of similar size
- Department head interviews
- Other third party salary surveys for geographic region

## Market Comparisons

The following districts were used as the comparison districts to assess the competitive job market. Comparison districts were selected on the basis of enrollment and location. School district data was obtained from the most recent surveys conducted by TASB HR Services and reflect salaries and wages paid during the 2013–14 school year.

### EXHIBIT 1 – COMPARISON DISTRICTS

DISTRICT	ENROLLMENT	TEACHERS	OTHER GROUPS
Austin ISD	84,050	✓	✓
Comal ISD	19,387	✓	✓
Del Valle ISD	11,536	✓	✓
Eanes ISD	7,985	✓	✓
Hays CISD	17,021	✓	✓
Hutto ISD	5,911	✓	✓
Lake Travis ISD	8,223	✓	✓
Leander ISD	35,236	✓	✓
Marble Falls ISD	4,017	✓	✓
Pflugerville ISD	23,491	✓	✓
Round Rock ISD	46,477	✓	✓
San Marcos CISD	7,497	✓	✓

*Other survey sources used:*

- Salary and Wages in Texas Public Schools 2013-14
- Economic Research Institute (ERI) – Austin Metro Area
- Kenexa CompAnalyst® -Austin Metro Area
- Texas Workforce Commission
- Werling Associates San Antonio Area Wage & Benefit Survey 2013

## Purpose and Objectives of Pay Systems

All organizations have common management needs and employee expectations that must be translated into pay practices. An effective pay system should address both the needs of the organization and the expectations of its employees.

Management needs to:

- recruit and hire qualified employees,
- prevent the loss of good employees, and
- control spending by paying the proper amount for job value.

Employees expect to receive:

- fair pay for their job responsibilities,
- fair pay compared to what other employers pay for the same work, and
- annual pay increases for continued service.

## Basic Pay System Elements

**Job Families:** A job family includes jobs that share common characteristics and are grouped into a common pay structure. These characteristics include the type of work performed, the competitive job market, potential career paths for employees, and state and federal laws regulating wages and salaries. Separate pay range structures are typically built for each job family.

**Pay Grades:** Compensable job factors such as skill, effort, and responsibility serve as the basis for assigning jobs to different pay levels to achieve internal pay equity among employees. The greater the degree of skill, effort, and responsibility required by a job, the higher the level of pay. The process of evaluating compensable factors and assigning jobs to different levels of pay is called job evaluation and classification. A job title alone is not adequate to determine proper pay classification for a position; nor is the reliance on the personal characteristics or qualifications of incumbent employees in the position. The actual content of the job itself must be analyzed to assign jobs to proper pay levels for internal equity. Jobs that have similar value and are grouped into the same range of pay are assigned or classified to pay grades.

**Job Pricing:** While objective job evaluation and classification contributes to internal pay equity, job pricing contributes to external pay equity. Job pricing uses data collected from salary and wage surveys of other employers to determine the external market value of benchmark jobs. This data is used to set pay ranges that are competitive with the external job market. Because jobs have been analyzed and classified into groups of similar value, job pricing does not require a survey match for each unique job.

**Job Market:** Job markets may be different for different employee groups. By definition, a job market represents the employers that a district typically competes with to attract and retain employees. Professional employees may be recruited from a larger geographic area than clerical/technical or manual trades employees. School districts may be the only competitors for instructional positions while other types of businesses may be competitors for business or technology jobs. For this reason, different job markets and survey sources may be used to accurately assess the district's true competitive job market.

**Pay Structure:** The pay structure itself is the key management tool that provides control over the district's competitive position in the marketplace and internal pay equity among all employees. Designing the pay structure involves setting the proper control points (midpoint, minimum, and maximum rates of pay) for each pay grade and ensuring that appropriate pay differentials between pay grade levels are established.

Issues that must be weighed and balanced in the design of pay structures include:

- positioning the district competitively,
- impact of change on current pay practices,
- adequate pay differentials for career paths and higher levels of job responsibility,
- internal consistency and rationality, and
- market-controlled variance for each pay range.

## Pay System Implementation and System Administration

Current employees may not be paid within the recommended pay ranges initially. Decisions must be made during this transition period of how to deal with employees who are paid outside the pay range for their position. If employees are paid below the minimum rate of their pay range, additional adjustments should be provided to increase their pay to at least the minimum rate of pay. If employees are paid above the maximum of the pay range, they are left outside the range. No employee's pay should be reduced in this event.

Employees advance in pay through pay adjustments tied to budget planning that are determined on an annual basis. These management decisions are based on current economic conditions, including projected district revenues, the cost of living, and market competition.

The midpoint of the range is recommended as the base for calculating employee increases. This ensures a more equitable distribution of the dollars available for pay increases and moves employees up to the range midpoint more quickly. Using the range midpoints instead of current salaries will deliver equal dollars to employees at the same job level and helps the district to control the rate of advancement through the pay range.

## Long-Term Salary Administration

For any pay plan to meet its intended goals on a long-term basis, it must be updated regularly and administered properly. Salary administration involves four primary activities requiring administrative decisions:

- adjusting pay ranges for job market changes and general economic inflation,
- budgeting for annual salary increases for employees,
- placing new employees in the system, and
- calculating special increases for promotions or other job changes.

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## Issues Summary

HR Services consultants held personal interviews with 10 district administrators in January. Persons interviewed included the two Assistant Superintendents and the Department Directors for Plant Operations, Community Services, Extracurricular Activities, Special Services, Technology, Human Resources, Child Nutrition, and Transportation. During these meetings, administrators provided an overview of their organization, job roles and responsibilities under their supervision, and department-specific issues related to employee compensation.

Some of the overarching issues identified include:

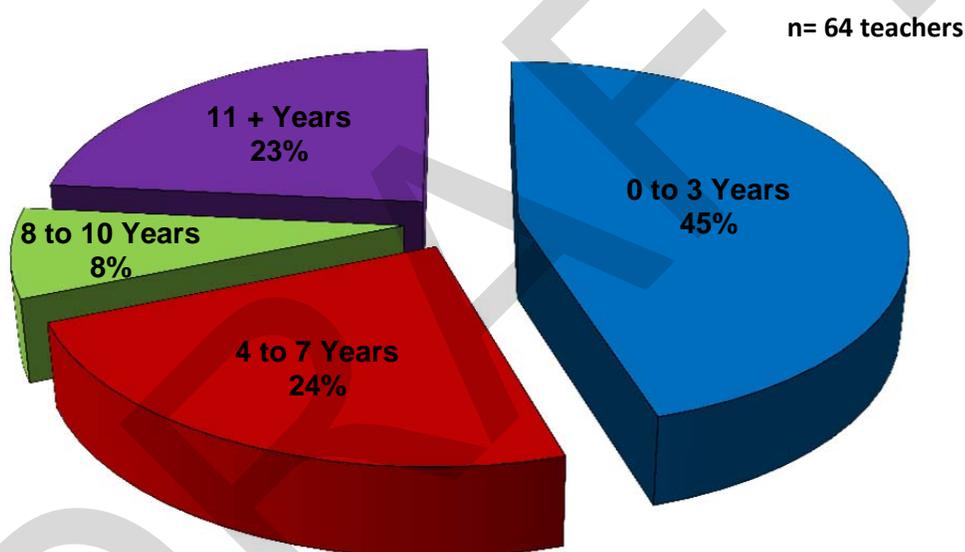
- Recruiting and retention of skilled technology staff is a major problem. Vacancies have taken a long time to fill. Most of the technology jobs in DSISD that could be matched to market surveys are paid significantly below market pay. Technology needs are becoming more challenging as a result of growth.
- Some of the competitive salary discrepancies result from duty calendars that have fewer days than other districts such as instructional technology (19 fewer days) and instructional coordinators and LSSPs (10 fewer days). LSSPs were mentioned during interviews as a hard to fill position.
- There are some benchmark jobs in the Administrative/Professional pay group that are not placed in a competitive pay range. Most nonexempt jobs are appropriately placed in the pay structures with a couple of exceptions.
- Teacher salaries are not very competitive in the first 10 years on the pay scale – where recruiting needs are strongest. Turnover is greatest in the 4 to 6 year range of experience.
- Pay range structures for exempt and nonexempt job groups are competitive and have been managed well. Pay ranges have been adjusted to stay competitive and there are very few employees paid out of range.
- Several directors mentioned problems with recruiting and retention of lower paid nonexempt workers like food service, child care, and bus drivers. The district does pay above average wages for these jobs; however, the high cost of local housing and the time and cost required to travel to the district from other communities is the main prohibitive factor. Growth in other employment opportunities in the community (HEB and Home Depot) has increased the need to maintain competitive hiring wages.
- Staffing cuts have increased the workload for remaining staff. Concerns about staffing were mentioned during interviews more often than concerns about pay.

## Current Pay Characteristics – Teachers

**Salary Schedule:** The current salary schedule for teachers and librarians is used for placement of new hires based on years of creditable service up to 26 total years. Added supplements are paid for master’s degrees and bilingual certification.

**Years of Experience:** Teachers on average have 12 years of experience which is about the same as the state average of 11.5 years. Teachers also have an average of six years of service in DSISD. During the 2012-13 school year, the District hired 64 new teachers with the majority being experienced teachers. Among the newly hired teachers, 45 percent had three or less years of experience, 32 percent had four to ten years, and 23 percent had more than 10 years. This pattern indicates that the District is doing better than average at attracting and hiring experienced teachers.

**EXHIBIT 2 – NEWLY HIRED TEACHER EXPERIENCE**



## Current Pay Characteristics – Other Groups

**Pay Structures:** The pay structures for other employee groups include Clerical/Technical jobs with seven pay ranges based in hourly rates; Manual Trades jobs with six pay ranges based hourly rates; and Administrative/Professional jobs in nine pay ranges based in daily rates. There are additional pay schedules for supplemental duty assignments. The District’s compensation plan is well-documented with policies, operating procedures, and defined job grade and range structures for all district jobs.

**Experience:** Exempt staff have seven years of service on average with DSISD, while nonexempt staff have six years of service on average.

## Market Summary – Teachers

The teacher salary schedule is more competitive for teachers with 10 years of experience and above but less so for beginning teachers up to 10 years - which is the primary group for recruiting new teachers. Reports are that the district has been losing teachers mostly in the four to six year range of experience.

Stipends for bilingual teachers are below the median paid by most of the peer market districts. There were no needs identified to add incentive pay for other teaching fields.

### EXHIBIT 3 – TEACHER SALARY SCHEDULE COMPARISON

	Beginning Salary	5-year Salary	10-year Salary	15-year Salary	20-year Salary	Highest Salary
Dripping Springs ISD Salary	\$40,950	\$44,051	\$47,171	\$50,231	\$53,321	\$59,628
Local Market Median	\$42,000	\$44,126	\$46,373	\$49,121	\$52,525	\$60,618
Percent of Market Median	98%	100%	102%	102%	102%	98%
Difference to Median	(\$1,050)	(\$75)	\$799	\$1,111	\$796	(\$990)

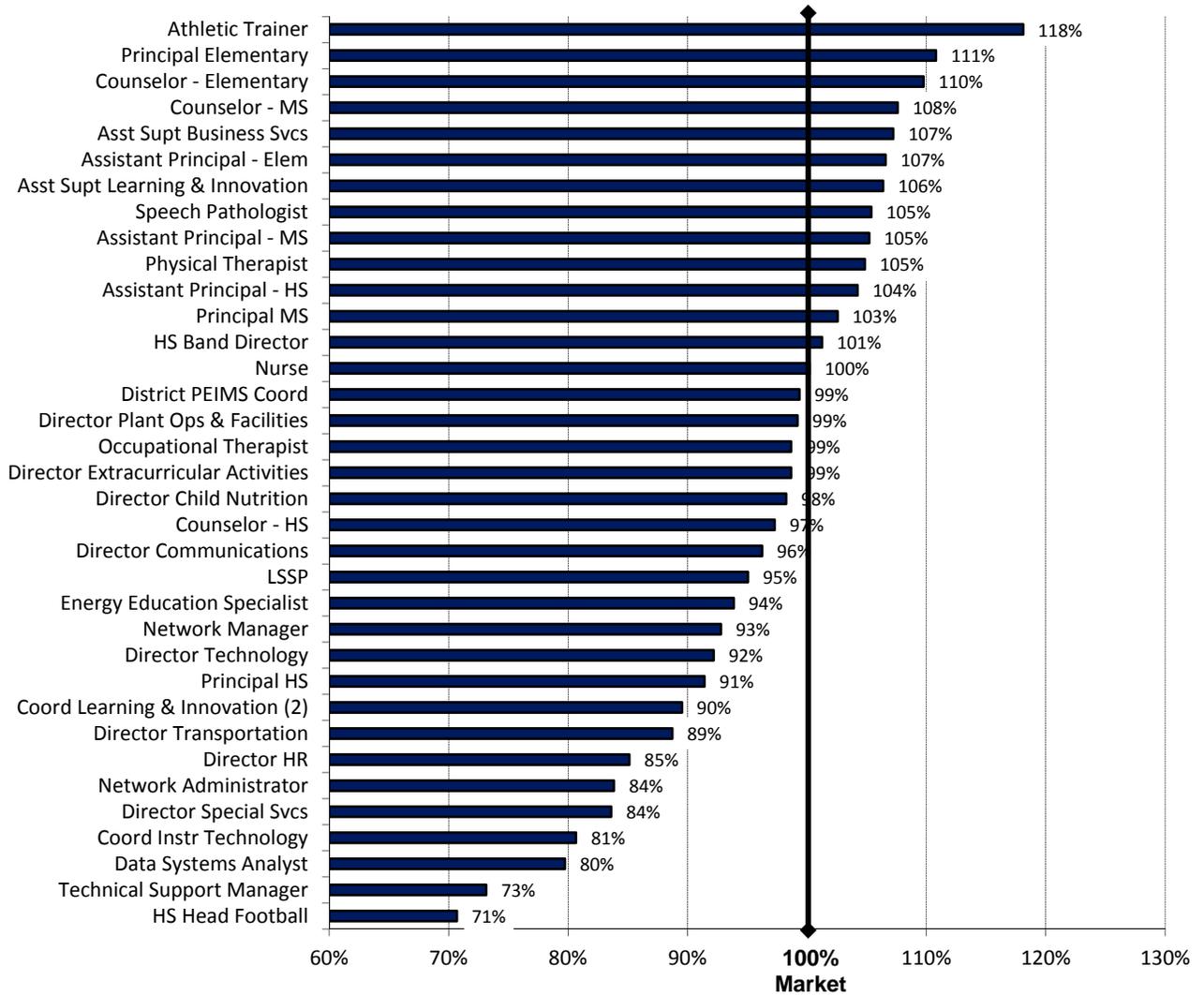
### EXHIBIT 4 – STIPEND COMPARISON

Stipend	Dripping Springs ISD	Median Stipend	Districts Reporting
Master’s Degree	\$1,000	\$1,240	10 of 12
Subject-Area Masters	-	\$1,000	1 of 12
Bilingual	\$2,000	\$3,000	10 of 12
Secondary Math	\$1,000	\$3,000	1 of 12
Secondary Science	-	\$3,000	1 of 12
Special Education	-	\$1,000	7 of 12
ESL	-	\$1,000	3 of 12
Foreign Language	-	-	0 of 12

## Market Summary – Other Groups

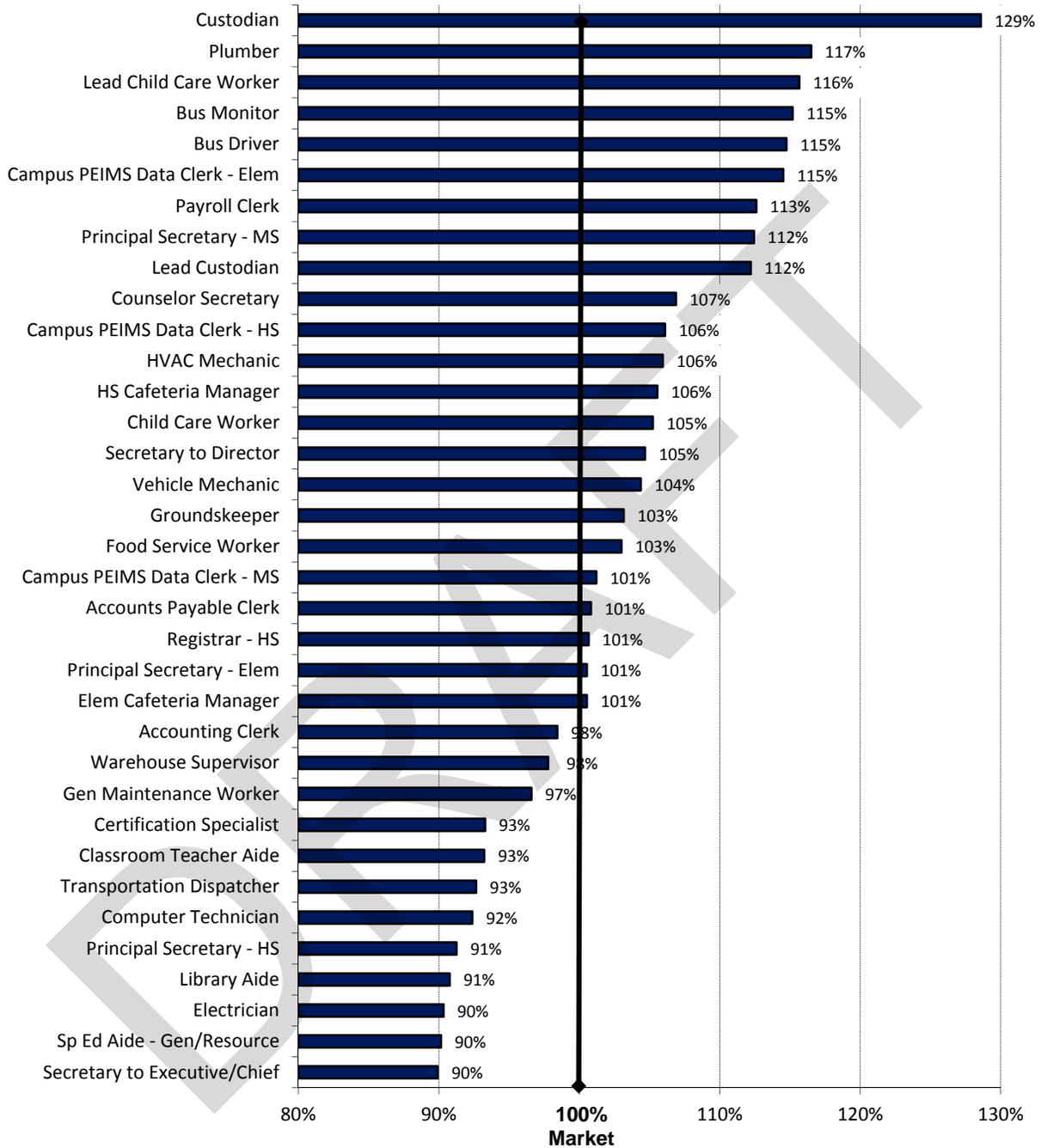
In the Administrative/Professional job group, 34 district positions were matched with external market surveys. This group, as a whole, is paid 97 percent of median market pay values. Most jobs (25) are paid within ten percent of market values with only a few outliers. Jobs paid below market range are mostly technology jobs.

### EXHIBIT 5 – Administrative/Professional



Among the two nonexempt pay groups, 35 job titles were matched to external market survey data. Nonexempt employees are the most competitively paid group at 103 percent of market overall. All surveyed jobs were paid within ten percent of market or higher and no jobs were paid below market range. Entry pay rates for nonexempt jobs (not shown graphically) were 107 percent of market, indicating very competitive pay range structures for these employee groups.

### EXHIBIT 6 – Nonexempt



Overall, DSISD has maintained very competitive pay structures and pay practices. Most employees are paid within a competitive range with only a few outliers. The most notable exception is in the technology area where more employees are paid below market range. Technology is an area where the District must be able to compete with organizations other than school districts for high quality talent.

## Market Summary – Pay for Extracurricular Duties

Pay practices were compared for extracurricular duties with the same group of market districts. It is commendable that Dripping Springs pays for extra duties using a straightforward stipend schedule that pays a single amount for each assignment. This method is more easily communicated, managed, and updated. Paying for extra duty days in addition to a stipend is an old practice that is diminishing. Most of the districts in the comparison group use the same method as DSISD. For the few districts that do pay duty day rates plus stipend rates, the value of extra days paid was added to the value of the stipend so that total pay values were compared.

### **Athletics:**

On average, the 27 athletic assignments compared show an overall position of 109 percent of market values. The highest comparison was for the Football Coordinators (124%) and the lowest comparisons were Football Assistant Coaches (78%); Football MS Coaches (70%); Head Golf Coach (88%), and Head Volleyball Coach (77%). The Head Football Coach is paid 100% of the market comparison group.

### **Performing Arts and Academics:**

Twenty assignments in performing arts and UIL academic roles were compared to other districts. Overall the comparison was 87 percent of market. Stipends for performing arts were the lowest. All of the stipends for band, cheerleading, choir, drill team, and drama are below market. UIL academics are also below market but in lesser amounts.

Following are a priority listing of recommendations and rationale for the Dripping Springs ISD compensation plan.

**Recommendation 1**

Increase the beginning teacher salary to \$42,000 and provide all teachers with a competitive general pay increase.

- The proposed teacher pay scale provides a \$1,500 general pay increase (3% average) to all teachers.
- Starting salary is increased from \$40,950 to \$42,000 – equal to Lake Travis, Comal, Hutto, and San Marcos ISDs starting salary in 2013-14.

**Recommendation 2**

Adjust administrative/professional pay ranges to improve competitive alignment, particularly the campus principal pay levels. Provide a general pay increase to all employees with additional targeted adjustments for employees below minimum rates and those who are too low compared to market pay.

- The current pay structure of 9 levels is retained with some adjustments.
- A three percent general pay increase is recommended based on the pay range midpoints.
- Eleven employees are recommended for targeted adjustments to reach the minimum rate of pay or to improve competitive market position. The average total increase for this group is 7 percent. The targeted positions include 4 technology employees, 3 professional support employees, and 4 district level administrators.

**Recommendation 3**

Adjust the pay grade placement for 22 administrative/professional job titles to place jobs more appropriately in a market-competitive range of pay.

- Pay grade placement changes are recommended for counselors, behavior specialist, PEIMS coordinator, LSSP, network manager, speech pathologist, assistant principals, computer technician manager, coordinator of learning & innovation, network administrator, instructional technology coordinator, and directors for human resources, plant operations, special services, and technology.

#### **Recommendation 4**

Adjust the clerical/technical pay ranges only slightly for inflation. Provide a general pay increase to employees who are not over the maximum rate of pay.

- Two employees in this group are paid above the maximum rate of pay and their pay should not be adjusted further.
- The minimum entry rate is adjusted from \$8.97 to \$9.02.
- A three percent general pay increase is recommended based on the pay range midpoints.
- No targeted adjustments or pay grade changes are necessary for this group.

#### **Recommendation 5**

Adjust only the top three pay ranges in the manual trades staff pay structure to improve the pay range for bus drivers and skilled trades jobs. Provide a general pay increase to employees who are not over the maximum rate of pay. Provide additional adjustments as necessary to bring all employees up to minimum rates of pay.

- In the current structure, there is very little distinction between a level 3 and a level 4 pay range. To create a more defined career path, the top three pay ranges should be adjusted slightly upward.
- A pay grade change is recommended for child nutrition assistant managers.
- A three percent general pay increase is recommended based on the pay range midpoints.
- Two employees in this group are paid above the maximum rate of pay and their pay should not be adjusted further.
- Ten bus drivers require a small additional adjustment to be paid at the new minimum rate.

#### **Recommendation 6**

Increase stipends for performing arts, athletic, and UIL assignments that are below market values.

- Stipend increases are recommended for band, drill team, choir, cheerleading, head basketball, varsity football assistant coaches, head golf, head track, head volleyball, and middle school football.
- The District has 119 extra duty assignments that pay a stipend. Increases are recommended for 39 of those stipends at an estimated cost of \$38,747.

The estimated cost of recommendations is itemized in the chart below. As shown, the total annualized cost for implementation of all recommendations is estimated at \$835,113 for the 2014–15 school year.

	Total Staff	Staff Affected	Cost Increase	Percent of Current Budget	2013–14 Current Budget
<b>Teachers - \$42,000 starting salary</b>					
<sup>1</sup> General pay increase (\$1,500)	295	295	\$443,097	3.1%	\$14,225,169
<b>Administrative/Professional</b>					
<sup>1</sup> 3.0% of pay range midpoint increase	70	70	\$143,925	3.1%	\$4,602,210
<sup>3</sup> Adjustments to at least pay range minimum		4	\$2,947	0.1%	
<sup>4</sup> Additional adjustments to employees		10	\$20,145	0.4%	
<b>Clerical/Technical</b>					
<sup>1</sup> 3.0% of pay range midpoint increase	123	121	\$84,658	3.1%	\$2,697,592
<sup>3</sup> Adjustments to at least pay range minimum		1	\$116	0.0%	
<b>Manual Trades</b>					
<sup>1</sup> 3.0% of pay range midpoint increase	143	143	\$99,248	3.2%	\$3,110,152
<sup>3</sup> Adjustments to at least pay range minimum		10	\$2,230	0.1%	
<b>Subtotal - General Pay Increase</b>	<b>631</b>	<b>629</b>	<b>\$770,928</b>	<b>3.1%</b>	<b>\$24,635,123</b>
<b>Subtotal - Implementation/Equity Adjustments</b>		<b>25</b>	<b>\$25,438</b>	<b>0.1%</b>	
<b>Stipend</b>					
Increase 39 Stipends	74	37	\$38,747	9.1%	\$427,366
<b>Total Cost Estimate</b>			<b>\$835,113</b>	<b>3.3%</b>	<b>\$25,062,489</b>

**Footnotes:**

- <sup>1</sup> *Employees paid above range maximum did not receive a general pay increase, and employees paid near range maximum received a reduced general pay increase.*
- <sup>3</sup> *Additional pay adjustments required to move employees to at least the pay range minimum.*
- <sup>4</sup> *Additional targeted pay adjustments to move employees closer to market pay.*

The recommendations provided in Chapter IV help ensure a market-competitive and equitable system for Dripping Springs ISD. However, pay systems are dynamic and are impacted by numerous factors. To maintain a competitive and equitable system, the district must work to manage its pay system. Following are recommendations to aid the district in this endeavor:

**Adjust Ranges:** Regularly adjust salary ranges in response to market changes. This will help the district maintain competitive salary levels over time.

**Provide Pay Increases:** Provide pay increases based on a percentage of the range midpoint rather than a percentage of individual salaries. This will accelerate advancement to the range midpoint for the lowest paid employees.

**Pay At Least Minimum:** Ensure that all employees are paid at least the minimum rate of pay.

**Pay Within Ranges:** Do not advance pay beyond the maximum of the range. Adherence to range limits helps to maintain pay equity between employees and control salary costs.

**Follow Procedures:** Document and follow consistent administrative procedures that address employee pay actions such as job classifications, promotions, reassignments, and new hire salary placement. Review procedures annually to ensure these are meeting district needs, are consistently applied, and support the district's strategic goals.

The following exhibits depict the proposed pay structures, including updated pay rates.

**Proposed Hiring Schedule for Teachers**

<b>Years Experience</b>	<b>New Hire Salary</b>
0	\$42,000
1	\$42,450
2	\$43,079
3	\$43,697
4	\$44,315
5	\$44,933
6	\$45,551
7	\$46,169
8	\$46,787
9	\$47,405
10	\$48,023
11	\$48,641
12	\$49,259
13	\$49,877
14	\$50,495
15	\$51,113
16	\$51,731
17	\$52,349
18	\$52,967
19	\$53,585
20	\$54,203
21	\$54,821
22	\$55,439
23	\$56,057
24	\$56,675
25+	\$57,293

Master's Degree Stipend: \$1,000
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Salaries listed above are based on 10-month employment. Salary plans are for one year only and used for placement of new hires. Salary steps do not represent future salaries for returning teachers.

Salary advancement is based on the annual pay raise budget approved by the Board of Trustees.

**Proposed Administrative/Professional Pay Structure  
2014–15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>1</b>	Facility Use Coordinator	226	<b>Daily</b>	<b>\$182.04</b>	<b>\$222.00</b>	<b>\$261.96</b>	<b>\$6.66</b>
			<b>226 Days</b>	41,141	50,172	59,203	1,505
<b>2</b>	Auditorium Sup/Technical Production	240	<b>Daily</b>	<b>\$216.67</b>	<b>\$270.84</b>	<b>\$325.01</b>	<b>\$8.13</b>
	Data Systems Analyst	226	<b>187 Days</b>	40,517	50,647	60,777	1,519
	Energy Education Specialist	226	<b>226 Days</b>	48,967	61,210	73,452	1,836
	Homebound Teacher Special Education	187	<b>240 Days</b>	52,001	65,002	78,002	1,950
	Licensed Specialist School Psychology Intern	187					
	Maintenance & Custodial Supervisor	240					
	Nurse - RN	187					
<b>3</b>	Assistant Athletic Trainer	207	<b>Daily</b>	<b>\$234.01</b>	<b>\$292.51</b>	<b>\$351.01</b>	<b>\$8.78</b>
	Behavior Specialist	187	<b>187 Days</b>	43,760	54,699	65,639	1,641
	Counselor Elementary	202	<b>192 Days</b>	44,930	56,162	67,394	1,685
	Counselor High School	207	<b>197 Days</b>	46,100	57,624	69,149	1,729
	Counselor Middle School	202	<b>202 Days</b>	47,270	59,087	70,904	1,773
	District PEIMS Coordinator	226	<b>207 Days</b>	48,440	60,550	72,659	1,816
	Licensed Specialist In School Psychology	187, 197	<b>226 Days</b>	52,886	66,107	79,328	1,983
	Network Manager	226					
	Speech Pathologist	187, 192					
<b>4</b>	Assistant Principal Elementary	207	<b>Daily</b>	<b>\$259.05</b>	<b>\$315.91</b>	<b>\$372.77</b>	<b>\$9.48</b>
	Assistant Principal Middle School	215	<b>187 Days</b>	48,442	59,075	69,708	1,772
	Athletic Trainer	207	<b>207 Days</b>	53,623	65,393	77,163	1,962
	Computer Technician Manager	226	<b>215 Days</b>	55,696	67,921	80,146	2,038
	Coordinator Of Learning & Innovation	215	<b>220 Days</b>	56,991	69,500	82,009	2,085
	Network Administrator	226	<b>226 Days</b>	58,545	71,396	84,246	2,142
	Occupational Therapist	187					
	Physical Therapist	187					
	Special Services Instructional Supervisor	220					
	Student Services & Academic Advisor Specialist	220					
	Technology Instructional Coordinator	207					
<b>5</b>	Assistant Principal High School	215, 220	<b>Daily</b>	<b>\$283.18</b>	<b>\$341.18</b>	<b>\$399.18</b>	<b>\$10.24</b>
	Director - Community Services	226	<b>215 Days</b>	60,884	73,354	85,824	2,201
	Student Services Coordinator	226	<b>220 Days</b>	62,300	75,060	87,820	2,252
			<b>226 Days</b>	63,999	77,107	90,215	2,313

**Proposed Administrative/Professional Pay Structure  
2014–15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>6</b>			<b>Daily</b>	<b>\$305.83</b>	<b>\$368.47</b>	<b>\$431.11</b>	<b>\$11.05</b>
	Director - Communications	226	<b>226 Days</b>	69,118	83,274	97,431	2,498
	Director - Child Nutrition	226					
	Director - Transportation	226					
	Principal Elementary	226					
<b>7</b>			<b>Daily</b>	<b>\$345.59</b>	<b>\$416.37</b>	<b>\$487.15</b>	<b>\$12.49</b>
	Director - Extra Curricular Activities	226	<b>226 Days</b>	78,103	94,100	110,096	2,823
	Director - Human Resources Services	226	<b>240 Days</b>	82,942	99,929	116,916	2,998
	Director - Plant Operations & Facilities	240					
	Director - Special Services	226					
	Director - Technology	226					
	Principal Middle School	226					
<b>8</b>			<b>Daily</b>	<b>\$397.43</b>	<b>\$478.83</b>	<b>\$560.23</b>	<b>\$14.36</b>
	Principal High School	226	<b>226 Days</b>	89,819	108,216	126,612	3,246
<b>9</b>			<b>Daily</b>	<b>\$437.17</b>	<b>\$526.71</b>	<b>\$616.25</b>	<b>\$15.80</b>
	Assistant Superintendent - Business Services	226	<b>226 Days</b>	98,800	119,036	139,273	3,571
	Assistant Superintendent - Learning & Innovation	226					

**Proposed Clerical/Technical Pay Structure  
2014–15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>1</b>			<b>Hourly</b>	<b>\$9.02</b>	<b>\$11.00</b>	<b>\$12.98</b>	<b>\$0.33</b>
	Child Care Provider	187	<b>177 Days</b> 12,772	15,576	18,380	467	
	Lunch Monitor	177	<b>187 Days</b> 13,494	16,456	19,418	494	
<b>2</b>			<b>Hourly</b>	<b>\$11.44</b>	<b>\$14.30</b>	<b>\$17.16</b>	<b>\$0.43</b>
	Bus Aide	177	<b>112 Days</b> 10,250	12,813	15,375	384	
	Campus Receptionist Elementary	187	<b>149 Days</b> 13,636	17,046	20,455	511	
	Campus Receptionist High School	187	<b>177 Days</b> 16,199	20,249	24,299	607	
	Campus Receptionist Middle School	187	<b>187 Days</b> 17,114	21,393	25,671	642	
	Center For Lrg & Inno Aide Elementary	187					
	Center For Lrg & Inno Aide Middle School	187					
	Center For Lrg & Innov Aide High School	187					
	DAEP Aide High School	187					
	Instructional Aides PPCD	187					
	Instructional Aides Bilingual	187					
	Instructional Aides Physical Education	187					
	Instructional Aides Pre-K	187					
	Instructional Aides Special Ed	187					
	Job Coach High School	187					
	Lead Child Care Provider	112, 149					
<b>3</b>			<b>Hourly</b>	<b>\$13.60</b>	<b>\$16.59</b>	<b>\$19.58</b>	<b>\$0.50</b>
	Campus Secretary High School	187, 197	<b>187 Days</b> 20,346	24,819	29,292	745	
	Campus Secretary Middle School	197	<b>197 Days</b> 21,434	26,146	30,858	784	
	Central Office Secretary Plant Operations	236	<b>207 Days</b> 22,522	27,473	32,424	824	
	Central Office Secretary	207	<b>236 Days</b> 25,677	31,322	36,967	940	
	Central Office Secretary Community Ed	236					
	Counselor Secretary High School	207					
	Counselor Secretary Middle School	207					
	ISS Monitor Middle School	187					
	Student Records Specialist Elementary	207					
	Student Records Specialist High School Att. Only	197					
	Student Records Specialist Middle School Att. Only	197					
<b>4</b>			<b>Hourly</b>	<b>\$14.83</b>	<b>\$18.08</b>	<b>\$21.33</b>	<b>\$0.54</b>
	Child Care - Director	155	<b>155 Days</b> 18,389	22,419	26,449	673	
	Community Services Program Assistant	236	<b>236 Days</b> 27,999	34,135	40,271	1,024	
	Registrar High School	236					
	Transportation Route Assist	236					

**Proposed Clerical/Technical Pay Structure  
2014–15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>5</b>			<b>Hourly</b>	<b>\$16.16</b>	<b>\$19.71</b>	<b>\$23.26</b>	<b>\$0.59</b>
	Central Office Admin Assist Acct Payable	236	<b>177 Days</b>	22,883	27,909	32,936	837
	Central Office Admin Assist Human Resources	236	<b>236 Days</b>	30,510	37,212	43,915	1,116
	Community Ed Site Coordinator	177					
	Department Secretary Child Nutrition	236					
	Department Secretary Community Ed	236					
	Department Secretary Extra Curricular	236					
	Department Secretary Plant Operations	236					
	Department Secretary Special Services	236					
	Department Secretary Transportation	236					
	Principal Secretary Elementary	236					
	Principal Secretary High School	236					
	Principal Secretary Middle School	236					
<b>6</b>			<b>Hourly</b>	<b>\$17.61</b>	<b>\$21.48</b>	<b>\$25.35</b>	<b>\$0.64</b>
	Accounting Specialist	236	<b>236 Days</b>	33,248	40,554	47,861	1,217
	Admin Assistant/Data Systems	236					
	Human Resource Specialist	236					
	Payroll Specialist	236					
<b>7</b>			<b>Hourly</b>	<b>\$19.38</b>	<b>\$23.63</b>	<b>\$27.88</b>	<b>\$0.71</b>
	Executive Admin Assistant Business Services	236	<b>236 Days</b>	36,589	44,613	52,637	1,338
	Executive Admin Assistant Learning & Innov	236					
	Executive Admin Assistant Superintendent	236					

**Proposed Manual Trades Pay Structure  
2014–15**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
<b>1</b>			<b>Hourly</b>	<b>\$10.11</b>	<b>\$12.33</b>	<b>\$14.55</b>	<b>\$0.37</b>
	Child Nutrition Specialist - Elementary	182	<b>177 Days</b>	14,316	17,459	20,603	524
	Child Nutrition Specialist - High School	182	<b>182 Days</b>	14,720	17,952	21,185	539
	Child Nutrition Specialist - Middle School	182	<b>250 Days</b>	20,220	24,660	29,100	740
	Crossing Guard	177					
	Custodian - Central Office/Elementary	250					
	Custodian - Elementary	250					
	Custodian - High School	250					
	Custodian - Middle School	250					
<b>2</b>			<b>Hourly</b>	<b>\$12.14</b>	<b>\$14.80</b>	<b>\$17.46</b>	<b>\$0.44</b>
	Child Nutrition - Assistant Manager Elementary	185	<b>185 Days</b>	17,967	21,904	25,841	657
	Child Nutrition - Assistant Manager Middle School	185	<b>250 Days</b>	24,280	29,600	34,920	888
	Custodian - Lead Custodian - Elementary	250					
	Custodian - Lead Custodian - High School	250					
	Custodian - Lead Custodian - Middle School	250					
	Maintenance - Grounds	250					
<b>3</b>			<b>Hourly</b>	<b>\$14.56</b>	<b>\$17.76</b>	<b>\$20.96</b>	<b>\$0.53</b>
	Child Nutrition - Assistant Manager High School	185	<b>185 Days</b>	21,549	26,285	31,021	789
	Child Nutrition - Manager Elementary	185	<b>250 Days</b>	29,120	35,520	41,920	1,066
	Custodian - Head Custodian - Elementary	250					
	Maintenance - General	250					
<b>4</b>			<b>Hourly</b>	<b>\$16.02</b>	<b>\$19.54</b>	<b>\$23.06</b>	<b>\$0.59</b>
	Bus Driver	177	<b>177 Days</b>	22,684	27,669	32,653	830
	Child Nutrition - Manager Middle School	185	<b>185 Days</b>	23,710	28,919	34,129	868
	Custodian - Head Custodian - Middle School	250	<b>250 Days</b>	32,040	39,080	46,120	1,172
<b>5</b>			<b>Hourly</b>	<b>\$17.62</b>	<b>\$21.49</b>	<b>\$25.36</b>	<b>\$0.64</b>
	Child Nutrition-Manager High School	185	<b>185 Days</b>	26,078	31,805	37,533	954
	Custodian - Head Custodian - High School	250	<b>250 Days</b>	35,240	42,980	50,720	1,289
	Maintenance - Grounds Supervisor	250					
	Maintenance - Skilled	250					
<b>6</b>			<b>Hourly</b>	<b>\$19.38</b>	<b>\$23.64</b>	<b>\$27.90</b>	<b>\$0.71</b>
	Certified Bus Mechanic	236	<b>236 Days</b>	36,589	44,632	52,675	1,339
	Computer Technician	236	<b>250 Days</b>	38,760	47,280	55,800	1,418
	Maintenance - Licensed Electrician	250					
	Maintenance - Licensed HVAC	250					
	Maintenance - Licensed Plumber	250					
	Maintenance - Licensed Warehouse Manager	250					

**Proposed Stipend Structure  
2014–15**

Category	Description	Level	Count of Stipends	Proposed Stipend
<b>Academic</b>				
	Assistant Tech Coordinator	District	1	1,000
	HS Newspaper/Yearbook	HS	2	3,750
	Teacher Stipend	HS	1	2,000
<b>Classroom</b>				
	Bilingual	ES	5	2,000
<b>Performing Arts</b>				
	Assistant Drill Team Stipend	HS	1	3,500
	Choir Director	HS	1	5,000
	HS Band Assistant	HS	2	7,500
	HS Band Director	HS	1	16,000
	HS Drill Team	HS	1	6,000
	HS One Act Play/Theater Arts	HS	1	3,500
	HS Varsity Cheerleading	HS	1	5,000
	Jr Varsity Cheerleading	HS	1	3,200
	MS Band Assistant	MS	1	5,700
	MS Band Director	MS	1	7,000
	MS Choir Director	MS	1	2,500
	MS One Act Play/Theater	MS	1	1,000
<b>Special Areas</b>				
	Psyc Svc Coordinator	District	1	4,000
	Speech Therapy Svc Coordinator	District	1	2,000
	HS Student Council	HS	3	2,100
	MS Newspaper/Yearbook	MS	1	1,250
	Student Counsel	MS	1	1,050

**Proposed Stipend Structure  
2014–15**

Category	Description	Level	Count of Stipends	Proposed Stipend
<b>Sports</b>				
	HS Baseball Assistant	HS	2	3,675
	HS Baseball Head	HS	1	5,775
	HS Basketball Assistant	HS	4	4,200
	HS Basketball Head	HS	2	6,500
	HS Cross Country Assistant	HS	1	3,675
	HS Cross Country Head	HS	1	5,250
	HS Football Assistant	HS	9	6,500
	HS Golf Assistant	HS	1	3,675
	HS Golf Head	HS	1	6,000
	HS Power Lifting Assistant	HS	1	3,675
	HS Power Lifting Head	HS	1	5,250
	HS Soccer Assistant	HS	2	3,675
	HS Soccer Head	HS	2	5,775
	HS Softball Assistant	HS	1	3,675
	HS Softball Head	HS	1	5,775
	HS Softball/Baseball Assistant	HS	2	3,675
	HS Strength Coordinator	HS	1	2,100
	HS Swim Assistant	HS	1	3,675
	HS Swim Head	HS	1	6,300
	HS Tennis Assistant	HS	1	4,200
	HS Tennis Head	HS	1	6,300
	HS Track Assistant	HS	6	3,675
	HS Track Head	HS	2	5,775
	HS Video Coordinator	HS	1	2,000
	HS Volleyball Assistant	HS	2	4,500
	HS Volleyball Head	HS	1	7,500
	HS Wrestling Head	HS	1	5,250
	MS Basketball	MS	10	2,500
	MS Cross Country	MS	1	2,500
	MS Football	MS	9	3,500
	MS Golf	MS	1	2,500
	MS Soccer	MS	2	2,500
	MS Tennis	MS	2	2,500
	MS Track	MS	11	2,500
	MS Volleyball	MS	4	2,500

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**Dripping Springs ISD  
Teacher Salary Plan Comparisons 2013–14**

District	Student Enrollment	Number Tch Staff	0-Year		5-Year		10-Year		15-Year		20-Year		Maximum Salary	Average Salary	Max Yrs Credit	Last % Increase
			Salary	Salary	Salary	Salary										
1 Austin ISD	84,050	5,815	\$43,286	\$43,492	\$44,213	\$46,685	\$49,775	\$66,688	\$46,353	41	0.0%					
2 Leander ISD	35,236	2,375	\$42,750	\$45,270	\$47,480	\$49,191	\$53,125	\$61,935	\$48,773	31	1.5%					
3 Round Rock ISD	46,477	3,062	\$42,500	\$45,825	\$47,835	\$49,446	\$53,028	\$63,276	\$48,905	30	2.0%					
4 Del Valle ISD	11,536	829	\$42,500	\$44,251	\$45,745	\$48,585	\$51,841	\$62,357	\$46,401	25	3.0%					
5 Lake Travis ISD	8,223	512	\$42,000	\$44,727	\$47,777	\$50,827	\$53,877	\$63,027	\$47,591	35	1.5%					
6 Comal ISD	19,387	1,182	\$42,000	\$44,500	\$47,000	\$49,600	\$53,200	\$59,300	\$48,370	30	2.0%					
7 Hutto ISD	5,911	371	\$42,000	\$44,500	\$47,000	\$49,300	\$50,410	\$53,218	\$46,478	25	6.1%					
8 San Marcos CISD	7,497	539	\$42,000	\$43,600	\$44,700	\$47,100	\$50,960	\$54,660	\$47,149	25	2.0%					
9 Eanes ISD	7,985	568	\$41,800	\$44,000	\$47,000	\$50,000	\$53,000	\$64,500	\$48,327	36	2.0%					
10 Pflugerville ISD	23,491	1,675	\$41,000	\$42,550	\$45,050	\$49,050	\$52,550	\$57,850	\$50,817	29	1.0%					
11 Hays CISD	17,021	1,155	\$40,388	\$42,688	\$45,299	\$48,489	\$51,387	\$59,016	\$46,071	34	1.8%					
12 Marble Falls ISD	4,017	307	\$38,500	\$41,895	\$45,290	\$48,700	\$52,500	\$58,167	\$48,106	29	1.5%					

<b>Dripping Springs ISD</b>	<b>4,765</b>	<b>288</b>	<b>\$40,950</b>	<b>\$44,051</b>	<b>\$47,171</b>	<b>\$50,231</b>	<b>\$53,321</b>	<b>\$59,628</b>	<b>\$48,135</b>	<b>26</b>	<b>3.0%</b>
25th Percentile			\$41,600	\$43,291	\$45,230	\$48,561	\$51,280	\$58,088	\$46,459	28	1.5%
<b>Median</b>			<b>\$42,000</b>	<b>\$44,126</b>	<b>\$46,373</b>	<b>\$49,121</b>	<b>\$52,525</b>	<b>\$60,618</b>	<b>\$47,849</b>	<b>30</b>	<b>1.9%</b>
75th Percentile			\$42,500	\$44,557	\$47,120	\$49,485	\$53,052	\$63,089	\$48,471	34	2.0%

<b>Comparison to Median Dollar Difference</b>	<b>98%</b> (\$1,050)	<b>100%</b> (\$75)	<b>102%</b> \$799	<b>102%</b> \$1,111	<b>102%</b> \$796	<b>98%</b> (\$990)	<b>101%</b> \$286
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# Dripping Springs ISD

## Exempt Market - Salary Comparisons

Administrative/Professional

Positions Sorted by Job Title

	District Title Match	Benchmark Position	Note	Districts Reporting	Market Salary	District Salary	2013-14 District Salary Compared to Market
1	Assistant Principal - Elementary School	Assistant Principal - Elementary School	M	12	\$58,254	\$62,094	107%
2	Assistant Principal - High School	Assistant Principal - High School	M	12	\$69,148	\$72,087	104%
3	Assistant Principal - Middle School	Assistant Principal - Middle School	M	12	\$62,694	\$65,963	105%
4	Athletic Trainer	Athletic Trainer	M	12	\$58,198	\$68,738	118%
5	Asst Supt Learning & Innovation	Chief Academic Officer	S	43	\$109,273	\$116,248	106%
6	Director Plant Ops & Facilities	Chief Facilities and Operations Officer	S	24	\$98,245	\$97,471	99%
7	Asst Supt Business Svcs	Chief Financial Officer	S	56	\$114,206	\$122,465	107%
8	Director Technology	Chief Information Technology Officer	S	36	\$91,898	\$84,729	92%
9	Director Communications	Communications Officer	S	43	\$72,705	\$69,976	96%
10	Counselor - Elementary	Counselor - Elementary	M	12	\$56,096	\$61,575	110%
11	Counselor - High School	Counselor - High School	M	12	\$59,859	\$58,242	97%
12	Counselor - Middle School	Counselor - Middle School	M	12	\$58,040	\$62,455	108%
13	Data Systems Analyst	Database Administrator	NS		\$59,200	\$47,208	80%
14	Director Extracurricular Activities	Director of Athletics (Non-Coaching)	S	27	\$95,608	\$94,340	99%
15	Director Child Nutrition	Director of Food Service	S	43	\$77,604	\$76,258	98%
16	Director Human Resources	Director of Human Resources	S	27	\$88,663	\$75,484	85%
17	Coord Instructional Technology	Director of Instructional Technology	S	35	\$81,000	\$65,338	81%
18	Director Special Services	Director of Special Education	S	62	\$88,830	\$74,276	84%
19	Director Transportation	Director of Transportation	S	45	\$74,120	\$65,768	89%
20	District PEIMS Coordinator	District PEIMS Data Coordinator	S	53	\$52,125	\$51,799	99%
21	Energy Education Specialist	Energy Manager	M	7	\$60,528	\$56,822	94%
22	High School Band Director	High School Band Director	S	59	\$70,000	\$70,889	101%
23	Coord Learning & Innovation (2)	Instructional Coordinator	M	7	\$66,477	\$59,526	90%
24	LSSP	Licensed Specialist in School Psychology	M	12	\$54,091	\$51,425	95%
25	Network Administrator	Network Administrator III	NS		\$78,200	\$65,565	84%
26	Network Manager	Network Administrator II	NS		\$62,500	\$58,001	93%
27	Nurse	Nurse (RN)	M	11	\$50,211	\$50,338	100%
28	Occupational Therapist	Occupational Therapist	M	10	\$58,727	\$57,948	99%
29	Physical Therapist	Physical Therapist	M	8	\$59,028	\$61,896	105%
30	Principal Elementary	Principal - Elementary School	M	12	\$80,318	\$89,000	111%
31	Principal High School	Principal - High School	M	12	\$107,630	\$98,407	91%
32	Principal Middle School	Principal - Middle School	M	12	\$90,075	\$92,390	103%
33	Speech Pathologist	Speech-Language Pathologist	M	12	\$52,695	\$55,539	105%
34	Technical Support Manager	Help Desk Manager	NS		\$84,100	\$61,517	73%
<b>District Comparison to Market</b>						<b>Pay</b>	<b>97%</b>

### Notes

- M** Market salary is median of reporting comparison districts
- S** Market salary is median of statewide responses
- NS** Market salary is median value of non-school market

Summary of Pay Comparisons		
Above market	(Greater than 110%)	2
At market	(Between 90% & 110%)	25
Below market	(Less than 90%)	7

# Dripping Springs ISD

## Non-Exempt Market - Rate Comparisons

Non-Exempt

Positions Sorted by Job Title

	Benchmark Position	Note	Districts Reporting	Market Rate	District Rate	2013-14 District Rate Compared to Market
1	Accounting Clerk	M	7	\$23.01	\$22.65	98%
2	Accounts Payable Clerk	M	12	\$21.11	\$21.28	101%
3	Bus Driver	M	11	\$15.19	\$17.43	115%
4	Bus Monitor	M	11	\$10.66	\$12.28	115%
5	Campus PEIMS Data Clerk - Elementary School	M	10	\$14.94	\$17.11	115%
6	Campus PEIMS Data Clerk - High School	M	12	\$17.04	\$18.08	106%
7	Campus PEIMS Data Clerk - Middle School	M	11	\$15.65	\$15.84	101%
8	Certification Specialist	M	9	\$22.99	\$21.45	93%
9	Child Care Worker	NS		\$10.50	\$11.05	105%
10	Classroom Teacher Aide	M	12	\$13.00	\$12.12	93%
11	Computer Technician	C	12	\$22.23	\$20.54	92%
12	Counselor Secretary	M	12	\$15.39	\$16.45	107%
13	Custodian	M	12	\$11.26	\$14.48	129%
14	Electrician	C	9	\$23.70	\$21.41	90%
15	Elementary School Cafeteria Manager	M	11	\$16.60	\$16.69	101%
16	Food Service Worker	M	11	\$10.64	\$10.96	103%
17	General Maintenance Worker	C	12	\$17.30	\$16.71	97%
18	Groundskeeper	C	11	\$12.96	\$13.37	103%
19	High School Cafeteria Manager	M	11	\$19.96	\$21.07	106%
20	HVAC Mechanic	C	11	\$22.68	\$24.03	106%
21	Lead Child Care Worker	NS		\$11.49	\$13.29	116%
22	Lead Custodian	M	12	\$15.15	\$17.00	112%
23	Library Aide	M	11	\$13.88	\$12.60	91%
24	Payroll Clerk	M	12	\$19.52	\$21.98	113%
25	Plumber	C	8	\$22.03	\$25.67	117%
26	Principal Secretary - Elementary School	M	12	\$18.36	\$18.46	101%
27	Principal Secretary - High School	M	12	\$19.58	\$17.87	91%
28	Principal Secretary - Middle School	M	12	\$18.38	\$20.66	112%
29	Registrar - High School	M	12	\$17.30	\$17.41	101%
30	Secretary to Director	M	12	\$19.22	\$20.12	105%
31	Secretary to Executive/Chief	M	11	\$23.62	\$21.24	90%
32	Special Education Aide - General/Resource	M	9	\$14.12	\$12.73	90%
33	Transportation Dispatcher	M	10	\$18.25	\$16.91	93%
34	Vehicle Mechanic	C	11	\$20.99	\$21.91	104%
35	Warehouse Supervisor	C	11	\$24.09	\$23.55	98%
<b>District Comparison to Market</b>					<b>Pay</b>	<b>103%</b>

### Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school
- NS** Market salary is median value of non-school market

Summary of Pay Comparisons		
Above market (Greater than 110%)		9
At market (Between 90% & 110%)		26
Below market (Less than 90%)		-

**Dripping Springs ISD**  
**Extra Duty Stipend Market**  
**Positions Sorted by Stipend Assignment**

**Athletics**

	Stipend Assignment	Order	Note	Districts Reporting Stipend	Districts Reporting Days	Market Total Value <sup>(1)</sup>	District - Current						District - Proposed		
							Days Paid	Days Value	Stipend Amount	Total Stipend Value	Compare to Market \$	Compare to Market %	Proposed Stipend	Compare to Market \$	Compare to Market %
1	Baseball Asst	HS	M	10	3	\$3,500	0	\$0	\$3,675	\$3,675	\$175	105%	\$3,675	\$175	105%
2	Baseball Head	HS	M	12	3	\$5,604	0	\$0	\$5,775	\$5,775	\$171	103%	\$5,775	\$171	103%
3	Basketball Asst	HS	M	10	4	\$4,000	0	\$0	\$4,200	\$4,200	\$200	105%	\$4,200	\$200	105%
4	Basketball Head	HS	M	12	4	\$6,570	0	\$0	\$6,300	\$6,300	-\$270	96%	\$6,500	-\$70	99%
5	Basketball MS	MS	M	12	3	\$2,000	0	\$0	\$2,500	\$2,500	\$500	125%	\$2,500	\$500	125%
6	Cross Country Head	HS	M	12	5	\$4,881	0	\$0	\$5,250	\$5,250	\$369	108%	\$5,250	\$369	108%
7	Football Asst	HS	M	11	6	\$6,723	0	\$0	\$5,250	\$5,250	-\$1,473	78%	\$6,500	-\$223	97%
8	Football Coord/First Asst	HS	M	11	6	\$56,377			\$6,500	\$70,000	\$13,623	124%			
9	Football Head	HS	M	12		\$90,407				\$90,000	-\$407	100%			
10	Football Head MS	MS	M	10	4	\$3,565	0	\$0	\$2,500	\$2,500	-\$1,065	70%	\$3,500	-\$65	98%
11	Golf Head (Year-Round)	HS	M	12	4	\$5,995	0	\$0	\$5,250	\$5,250	-\$745	88%	\$6,000	\$5	100%
12	Powerlifting Head	HS	M	11	0	\$3,500	0	\$0	\$5,250	\$5,250	\$1,750	150%	\$5,250	\$1,750	150%
13	Soccer Asst	HS	M	11	3	\$3,500	0	\$0	\$3,675	\$3,675	\$175	105%	\$3,675	\$175	105%
14	Soccer Head	HS	M	12	4	\$5,500	0	\$0	\$5,775	\$5,775	\$275	105%	\$5,775	\$275	105%
15	Soccer MS	MS	M	11	0	\$1,500	0	\$0	\$2,500	\$2,500	\$1,000	167%	\$2,500	\$1,000	167%
16	Softball Asst	HS	M	11	3	\$3,500	0	\$0	\$3,675	\$3,675	\$175	105%	\$3,675	\$175	105%
17	Softball Head	HS	M	12	4	\$5,735	0	\$0	\$5,775	\$5,775	\$40	101%	\$5,775	\$40	101%
18	Swimming Head	HS	M	10	3	\$5,766	0	\$0	\$6,300	\$6,300	\$534	109%	\$6,300	\$534	109%
19	Tennis Head (Year-Round)	HS	M	12	5	\$6,152	0	\$0	\$6,300	\$6,300	\$148	102%	\$6,300	\$148	102%
20	Tennis MS	MS	M	7	0	\$1,672	0	\$0	\$2,500	\$2,500	\$828	150%	\$2,500	\$828	150%
21	Track Asst	HS	M	12	3	\$3,500	0	\$0	\$3,675	\$3,675	\$175	105%	\$3,675	\$175	105%
22	Track Head	HS	M	12	3	\$5,604	0	\$0	\$5,250	\$5,250	-\$354	94%	\$5,775	\$171	103%
23	Track MS	MS	M	12	0	\$1,581	0	\$0	\$2,500	\$2,500	\$919	158%	\$2,500	\$919	158%
24	Volleyball Asst	HS	M	11	5	\$4,584	0	\$0	\$4,200	\$4,200	-\$384	92%	\$4,500	-\$84	98%
25	Volleyball Head	HS	M	12	6	\$7,542	0	\$0	\$5,775	\$5,775	-\$1,767	77%	\$7,500	-\$42	99%
26	Volleyball MS	MS	M	11	3	\$2,000	0	\$0	\$2,500	\$2,500	\$500	125%	\$2,500	\$500	125%
27	Wrestling Head	HS	M	7	2	\$5,000	0	\$0	\$5,250	\$5,250	\$250	105%	\$5,250	\$250	105%
<b>District Comparison to Market</b>											<b>Current</b>	<b>109%</b>	<b>Proposed</b>	<b>113%</b>	

**Notes**

**M** Market stipend is median of reporting comparison districts

**(1)** Market total value includes the cost of extra days for those districts that pay extra days. The cost of extra days was added to the stipend amount paid for each district using that district's standard daily rate or average teacher daily rate.

Note: Pay for head football and football coordinators are compared on a total salary basis that includes average teacher salary plus stipends plus extra duty days.

**Dripping Springs ISD**  
**Extra Duty Stipend Market**  
**Positions Sorted by Stipend Assignment**

**Performing Arts /Academics**

	Stipend Assignment	Order	Districts Reporting Stipend	Districts Reporting Days	Market Total Value <sup>(1)</sup>	District - Current						District - Proposed		
						Days Paid	Days Value	Stipend Amount	District Total Value	Compare to Market \$	Compare to Market %	Proposed Stipend	Compare to Market \$	Compare to Market %
1	Band HS Asst Director	HS	12	5	\$7,130	10	\$2,637	\$4,200	<b>\$6,837</b>	-\$294	96%	<b>\$7,500</b>	\$370	105%
2	Band HS Director	HS	11	4	\$16,000	33	\$9,846	\$5,250	<b>\$15,096</b>	-\$904	94%	<b>\$16,000</b>	\$0	100%
3	Band MS Director	MS	12	4	\$7,000	10	\$2,620	\$3,150	<b>\$5,770</b>	-\$1,230	82%	<b>\$7,000</b>	\$0	100%
4	Cheerleading HS Asst Sponsor	HS	10	3	\$3,277	0	\$0	\$2,100	<b>\$2,100</b>	-\$1,177	64%	<b>\$3,200</b>	-\$77	98%
5	Cheerleading HS Sponsor	HS	12	3	\$5,000	0	\$0	\$4,750	<b>\$4,750</b>	-\$250	95%	<b>\$5,000</b>	\$0	100%
6	Cheerleading MS Sponsor	MS	11	2	\$2,000	0	\$0	\$2,500	<b>\$2,500</b>	\$500	125%	<b>\$2,500</b>	\$500	125%
7	Choir HS Director	HS	12	1	\$4,864	0	\$0	\$3,500	<b>\$3,500</b>	-\$1,364	72%	<b>\$5,000</b>	\$136	103%
8	Choir MS Director	MS	12	0	\$2,500	0	\$0	\$1,500	<b>\$1,500</b>	-\$1,000	60%	<b>\$2,500</b>	\$0	100%
9	Dance/Drill Team HS Asst Director	HS	7	2	\$3,500	0	\$0	\$2,100	<b>\$2,100</b>	-\$1,400	60%	<b>\$3,500</b>	\$0	100%
10	Dance/Drill Team HS Director	HS	12	4	\$5,819	0	\$0	\$4,750	<b>\$4,750</b>	-\$1,069	82%	<b>\$6,000</b>	\$181	103%
11	Drama/Theatre Advisor	HS	12	1	\$3,507	0	\$0	\$1,750	<b>\$1,750</b>	-\$1,757	50%	<b>\$3,500</b>	-\$7	100%
12	HS Class Advisor	HS	4	0	\$500	0	\$0	\$350	<b>\$350</b>	-\$150	70%	<b>\$500</b>	\$0	100%
13	National Honor Society Advisor HS	HS	11	0	\$1,000	0	\$0	\$750	<b>\$750</b>	-\$250	75%	<b>\$1,000</b>	\$0	100%
14	Newspaper Advisor	HS	10	0	\$1,650	0	\$0	\$1,500	<b>\$1,500</b>	-\$150	91%	<b>\$1,500</b>	-\$150	91%
15	Student Council Advisor MS	MS	9	0	\$700	0	\$0	\$1,050	<b>\$1,050</b>	\$350	150%	<b>\$1,050</b>	\$350	150%
16	UIL Campus Coordinator HS	HS	12	0	\$1,750	0	\$0	\$1,500	<b>\$1,500</b>	-\$250	86%	<b>\$1,750</b>	\$0	100%
17	UIL Campus Coordinator MS	MS	10	0	\$940	0	\$0	\$700	<b>\$700</b>	-\$240	74%	<b>\$950</b>	\$10	101%
18	UIL Subject-Area Coach HS	HS	9	0	\$500	0	\$0	\$550	<b>\$550</b>	\$50	110%	<b>\$550</b>	\$50	110%
19	UIL Subject-Area Coach MS	MS	8	0	\$324	0	\$0	\$300	<b>\$300</b>	-\$24	93%	<b>\$300</b>	-\$24	93%
20	Yearbook Advisor	HS	12	0	\$1,900	0	\$0	\$2,250	<b>\$2,250</b>	\$350	118%	<b>\$2,250</b>	\$350	118%
<b>District Comparison to Market</b>						<b>Current</b>						<b>Proposed</b>		
						<b>87%</b>						<b>105%</b>		

**Notes**

(1) Market total value includes the cost of extra days for those districts that pay extra days. The cost of extra days was added to the stipend amount paid for each district using that district's standard daily rate or average teacher daily rate.

DSISD pays a combined stipend for newspaper and yearbook advisor

