

Douglas County School District
CLASSIFIED SUPERVISORY AND PROFESSIONAL SALARY SCHEDULE
2011-2012 (0% EE & -1.125% E)

Range	Step 1		Step 2		Step 3		Step 4		Step 5	
	12.25% EE	23.75% E	12.25% EE	23.75% E	12.25% EE	23.75% E	12.25% EE	23.75% E	12.25% EE	23.75% E
A 12 months = None	39,485	34,944	42,075	37,236	44,930	39,763	47,359	41,913	49,950	44,206
B 12 months = Custodial Supervisor	44,680	39,542	47,330	41,887	49,919	44,178	52,538	46,496	55,157	48,814
C 12 months = Supervisor: Food Service, Transportation, Vehicle Maintenance	48,328	42,770	50,979	45,116	53,536	47,379	56,218	49,753	58,851	52,083
D 12 months = Director, Building Maintenance	57,116	50,547	60,249	53,320	63,271	55,995	66,439	58,798	69,554	61,555
E 12 months = Management Information Specialist	71,748	63,497	75,333	66,669	79,100	70,003	83,054	73,502	87,207	77,178
<i>Annual Salaries above are based upon 12 months of contracted work. All positions with a contracted work year of less than 12 months are prorated based upon the actual contracted workdays. District positions with work years that are less than 12 months have prorated salaries as follows:</i>										
200/5 days = Chief Health Nurse (Based on Range E)	56,570	50,064	59,396	52,565	62,367	55,195	65,485	57,954	68,759	60,851
220/5 days = Occupational Therapist (Based on Range E)	62,090	54,949	65,191	57,694	68,452	60,580	71,873	63,607	75,467	66,788
213/5 days = Coordinator-Lake Transportation (Based on Range B)	37,462	33,154	39,684	35,120	41,855	37,042	44,051	38,985	46,247	40,928

Definition: Classified Supervisor and Management Employees

Employees, regardless of job description, having authority in the interest of the employer to hire, transfer, suspend, lay-off, recall, promote, discharge, assign, reward, or discipline other employees or the responsibility to assign work to and direct them, or to adjust their grievances, or effectively recommend such action, if, in connection with the foregoing functions, the exercise of such authority is not of a merely routine clerical nature, but requires the use of independent judgment.

Definition: Professional Employees

Employees whose primary duty consists of work requiring knowledge of an advanced type, in a field of science or learning, distinguished by a prolonged course of specialized instruction and study i.e. bachelor's degree. Employee's work requires the consistent exercise of independent judgment and discretion. Professional salaries are based upon a 220-day contract, unless otherwise noted.

Retirement Benefits (12.25 % or 23.75%) Retirement:

New employees will have the option of selecting either the Employee/Employer Retirement (EE) (12.25%) or Employer-Paid Retirement (E) (23.75%). If an employee selects Employee/Employer Retirement (12.25%), they may voluntarily convert at a later date to Employer-Paid Retirement (23.75%). **NOTE:** An employee **cannot** change from the Employer-Paid (E) rate once that option was selected. *Employer-Paid Retirement (E) requires a reduction in gross salary (note, however, that one's income tax obligation will be less).*

Longevity Service Increment

Any classified supervisor, manager or professional employee in a contracted position who has completed **a total of** ten (10), fifteen (15), or twenty (20) **contract** years of supervisory, management or professional service within the Douglas County School District shall receive an additional five percent (5%) compensation over and above their **previous** range and step placement. A "service year" is defined as fulfilling a contract dated on or before September 30th of any given year.