

**DOUGLAS COUNTY SCHOOL DISTRICT
CONFIDENTIAL EMPLOYEE SALARY SCHEDULE
2011-2012
(0% EE & -1.125% E)**

RANGE	Step 1		Step 2		Step 3		Step 4		Step 5		Step 10		Step 15		Step 20	
	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)	12.25% (EE)	23.75% (E)	12.25% (EE)	23.75% (E)	12.25% (EE)	23.75% (E)
17	13.43	11.86	14.34	12.69	15.23	13.48	16.17	14.31	17.06	15.10	17.92	15.86	18.81	16.65	19.77	17.50
23	15.21	13.46	16.14	14.28	17.01	15.05	17.93	15.87	18.82	16.66	19.78	17.51	20.75	18.36	21.80	19.29
26	16.05	14.20	16.96	15.01	17.88	15.82	18.77	16.61	19.69	17.43	20.67	18.29	21.73	19.23	22.78	20.16
28	16.66	14.74	17.52	15.51	18.43	16.31	19.34	17.12	20.24	17.91	21.27	18.82	22.34	19.77	23.48	20.78
32	17.79	15.74	18.68	16.53	19.59	17.34	20.48	18.12	21.40	18.94	22.47	19.89	23.60	20.89	24.77	21.92
40	20.15	17.83	21.06	18.64	21.95	19.43	22.89	20.26	23.76	21.03	24.95	22.08	26.19	23.18	27.51	24.35

Longevity Service Increment: Any classified employee in a contracted position covered by this schedule who has completed a total of ten (10), fifteen (15), or twenty (20) contracts of service with the District shall be eligible for longevity steps 10, 15, or 20 depending upon one's number of years of service. To be counted as a year of contract service to the District, the employee must have worked no less than 65% of the total days in a complete contract year for that position. Compensation for each longevity step will be five percent (5%) over and above the employee's previous range and step placement.

Classified employees are covered under the State of Nevada Public Employees Retirement System as follows: 12.25% or 23.75% Retirement: New employees will have the option of selecting either the Employee/Employer Retirement (12.25%) or Employer-Paid Retirement (23.75%). If an employee selects Employee/Employer Retirement (11.25%), they may voluntarily convert at a later date to Employer-Paid Retirement (21.50%). Full Employer-Paid Retirement requires a reduction in gross salary (note, however, that one's income tax obligation will be less).

The Confidential Salary Schedule applies to the individuals in the following positions:

- Superintendent's Secretary (1 FTE) – Range 40
- Buyer and Budget Manager (1 FTE) – Range 40
- Bookkeeper – Business Services (2 FTE) – Range 32
- Administrative Secretary – Human Resources (2 FTE) – Range 32
- Secretary - Substitute Caller – Human Resources (1 FTE) – Range 26
- Payroll / Insurance Benefits Coordinator – Human Resources (1 FTE) – Range 32
- Clerk Typist/Receptionist – Superintendent's Office (1 FTE) – Range 17

