

**Douglas County School District**  
**CLASSIFIED SUPERVISORY AND PROFESSIONAL SALARY SCHEDULE**  
**2007-2008 (4.375% EE & 4.0% E)**

Range	Step 1		Step 2		Step 3		Step 4		Step 5	
	10.50% EE	20.50% E	10.50% EE	20.50% E	10.50% EE	20.50% E	10.50% EE	20.50% E	10.50% EE	20.50% E
A 12 months = None	37,778	33,912	40,256	36,111	42,988	38,323	45,311	40,606	47,790	42,804
B 12 months = None	42,748	38,323	45,284	40,592	47,761	42,790	50,266	45,103	52,772	47,328
C 12 months = Supervisor: Food Service, Transportation, Vehicle Maintenance	46,239	41,469	48,774	43,752	51,221	45,949	53,787	48,207	56,306	50,502
D 12 months = Director, Building Maintenance	54,646	49,008	57,643	51,708	60,535	54,305	63,566	56,969	66,546	59,684
E 12 months = Management Information Specialist	68,645	61,764	72,075	64,851	75,680	68,094	79,463	71,500	83,436	75,073
<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 days = Chief Health Nurse (Based on Range E)	52,804	47,511	55,442	49,885	58,215	52,380	61,125	55,000	64,181	57,748
190 days = Occupational Therapist (Based on Range D)	39,934	35,813	42,124	37,787	44,237	39,684	46,452	41,631	48,630	43,615
213 days = Coordinator-Lake Transportation (Based on Range B)	35,020	31,395	37,098	33,254	39,127	35,055	41,179	36,950	43,232	38,772

**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 (10.50 % or 20.50%) Retirement:**

New employees will have the option of selecting either the Employee/Employer Retirement (EE) (10.50%) or Employer-Paid Retirement (E) (20.50%). If an employee selects Employee/Employer Retirement (10.50%), they may voluntarily convert at a later date to Employer-Paid Retirement (20.50%). **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.