

Douglas County School District
DIRECTORS - HUMAN RESOURCES / EDUCATIONAL SERVICES
SALARY SCHEDULE
2015-2016

1. Administrative Base Salary Schedule

Level	12 Month Contract
0	80,107
1	81,986
2	83,865
3	85,744
4	87,623
5	89,503
6	91,382
7	93,262

2. Work Year by Position

District Directors: Areas 1, 2, 3 and Area 4

12 Mo. Position

3. Initial Placement and Placement upon Promotion for Administrators within the District

Previous administrative experience will be evaluated by the Superintendent when recommending initial placement on the salary schedule to the Board of Trustees for newly elected administrators.

An administrator who receives a promotion within the District will be moved to that level in which the total amount of administrative experience in Nevada is reflected for levels 0 through 7 only.

4. Minimum Degree and Credential Requirements

M.A. plus appropriate administrative credential as required by NRS

5. Education Factor

MA + 16 Units =	1,871
MA + 32 Units =	3,742
Earned Doctorate Degree	989

6. Health and Welfare Benefits

No less than the benefits provided for all other licensed employees of the Douglas County School District.

7. Insurance

The District will provide each member of the management team with Personal Life and AD&D (Accidental Death & Dismemberment) Insurance up to \$50,000. The District will also provide Business Travel Accident Insurance up to \$200,000 when on bona fide business travel for the District.

8. Sick Leave

A total of thirty days is transferable from other districts outside of Nevada. All sick leave from another Nevada school district may be transferred per NRS 391.180. No sick leave may be transferred following a break in service from any school district. Administrators may choose to participate in a sick leave bank as per AR 326(b).

9. Retirement

The District pays 28.00% of an employee's salary to the Public Employees Retirement System (PERS) for retirement benefits. NRS 286.421(3) requires that the District and employee share equally the cost of any increase in contribution rates to PERS. Pursuant to this law, this schedule reflects a 1% salary reduction effective July 1, 2013 and a 1.125% salary reduction effective July 1, 2015.

10. Longevity Service Increment

Any administrator in a contracted position who has completed five, ten, or fifteen years of administrative service *within* the Douglas County School District shall receive a longevity service pay increment as follows:

- ~ The year following completion of 5 years at Douglas County School District administrative experience, a longevity measurement of two and a half percent (2.5%) above regular range and level placement.
- ~ The year following completion of 10 years of Douglas County School District administrative experience, a longevity measurement of five percent (5%) above regular range and level placement.
- ~ The year following completion of 15 years of Douglas County School District administrative experience, a longevity measurement of fifteen percent (15%) above regular range and level placement.

A Douglas County School District "administrative service year" is defined as fulfilling a contract that begins on or before September 30 of any given-year.

11. Performance Evaluation

An administrator must have a satisfactory performance evaluation ("effective" or "highly effective" pursuant to NRS 391.3127) to advance on the salary schedule for the succeeding year. Frequency of communication should be increased with administrators whose performance is in question so that supervisory personnel may provide assistance to the individual.

In the event an administrator does not have a satisfactory performance evaluation ("ineffective" or "minimally effective" pursuant to NRS 391.3127) assistance will be provided. No later than six (6) months after the unsatisfactory performance evaluation, another performance evaluation shall be conducted. If the performance evaluation is still unsatisfactory, no salary advancement will occur. If the performance evaluation is satisfactory, the employee's salaries schedule advancement will be reflected on the next possible pay period. The salary advancement will not be retroactive.

12. Method of Computing Annual Compensation

- A. Determine Placement on base salary schedule (work year and level).
- B. Determine value of M.A. education factor and add that dollar amount to the amount in A above.
- C. If the longevity service increment is applicable, multiply the total of A and B by the applicable longevity factor 1.025 following 5 years of service, 1.05 following 10 years of service or 1.15 following 15 years of service.
- D. If applicable, add the earned Doctorate Degree stipend.

13. Salary Schedule Misplacement

Should an error be made in the placement of an administrator on the salary schedule and the administrator was placed at a higher salary rate than appropriate, she/he will be allowed to pay back the money owed on a regular monthly basis for a period of time not to exceed the time it took to discover the error in the first place. Should an administrator not pay back the full amount owed during this time, she/he will have the balance taken from his/her subsequent or final pay check.

14. Vacation Time

Vacation time for twelve month administrative employees shall be accrued at a rate of two (2) days per month.

15. Legislative or Department of Education Changes in Law or Policy

The parties agree to meet to consider any changes in NRS or DOE policy that may affect this agreement for the duration of the project.