

**Douglas County School District
LICENSED PERSONNEL SALARY SCHEDULE
2015-16**

186 DAYS – 1.35% Salary Increase + 1.125% PERS Deduction

Years Experience	Non-Degree	B.A	B.A. +16	B.A. +32	B.A. + 48 M.A.	B.A. + 64 M.A. +16	B.A. + 80 M.A. +32
0	\$30,506.00	\$36,431.00	\$38,281.00	\$40,129.00	\$41,977.00	\$43,825.00	\$45,672.00
1	\$31,808.00	\$37,734.00	\$39,582.00	\$41,430.00	\$43,276.00	\$45,126.00	\$46,975.00
2	\$33,108.00	\$39,035.00	\$40,881.00	\$42,732.00	\$44,579.00	\$46,428.00	\$48,275.00
3	\$34,408.00	\$40,336.00	\$42,184.00	\$44,033.00	\$45,880.00	\$47,730.00	\$49,577.00
4	\$35,712.00	\$41,638.00	\$43,487.00	\$45,336.00	\$47,181.00	\$49,032.00	\$50,878.00
5	\$37,011.00	\$42,939.00	\$44,786.00	\$46,635.00	\$48,482.00	\$50,332.00	\$52,178.00
6	\$38,311.00	\$44,239.00	\$46,088.00	\$47,938.00	\$49,785.00	\$51,632.00	\$53,482.00
7		\$45,542.00	\$47,389.00	\$49,237.00	\$51,085.00	\$52,934.00	\$54,783.00
8			\$48,690.00	\$50,540.00	\$52,388.00	\$54,234.00	\$56,081.00
9			\$49,991.00	\$51,842.00	\$53,687.00	\$55,539.00	\$57,384.00
10			\$51,291.00	\$53,142.00	\$54,990.00	\$56,837.00	\$58,686.00
11			\$52,597.00	\$54,443.00	\$56,292.00	\$58,136.00	\$59,987.00
12				\$55,746.00	\$57,591.00	\$59,441.00	\$61,288.00
13					\$58,892.00	\$60,739.00	\$62,590.00
14					\$60,193.00	\$62,041.00	\$63,890.00
15						\$63,342.00	\$65,191.00
16							\$66,492.00
17							
18							
19							
20	\$40,008.00	\$47,235.00	\$54,291.00	\$57,439.00	\$61,888.00	\$65,035.00	\$68,185.00
21							
22							
23							
24							
25						\$66,661.00	\$69,889.00

Out-of-state teaching personnel entering the Douglas County School District will be allowed credit for outside teaching experience in public schools to a maximum of five (5) years and that experience must have occurred within the last ten (10) years. In-state personnel entering the District will be allowed credit for in-state teaching experience pursuant to NRS statutes.

The District pays 25.75% 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 1.125% salary reduction effective July 1, 2011, a 1% salary reduction effective July 1, 2013, and a 1.125% salary reduction effective July 1, 2015.

All units indicated are semester units. Quarter hour units are equivalent to two-thirds (2/3) of a semester unit. Only upper division and graduate level units will be accepted for advancement on the salary schedule.

Teachers whose assignment extends beyond the base work year of 186 days and who provide service similar to those provided in the base year shall be compensated at a daily rate of 1/186 of their contract amount for the base work year times the number of extended days worked. The number of extended days worked shall be determined by the District. Those teachers working extended days shall be required to work a regular work day of seven (7) hours excluding a lunch break (see MOU – Teacher Workday Definition – page 35).

Teachers whose assignment extends beyond the base work day of seven (7) hours and who provide services similar to those provided in the base work day shall be compensated at an hourly rate equal to 1/7 of their daily rate for any additional time for which they are contracted.

An honorarium in the amount of \$1000 will be added each year to the salary of any teacher who has earned either a Ph.D. or an Ed.D. The honorarium will be awarded in the contract year following conferral.