

**DOUGLAS COUNTY SCHOOL DISTRICT
CONFIDENTIAL EMPLOYEE SALARY SCHEDULE
2015-2016**

RANGE	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 10		STEP 15		STEP 20	
	14.50%	28.00%	14.50%	28.00%	14.50%	28.00%	14.50%	28.00%	14.50%	28.00%	14.50%	28.00%	14.50%	28.00%	14.50%	28.00%
	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E
17	14.37	12.45	15.09	13.07	15.84	13.72	16.64	14.42	17.47	15.14	18.34	15.89	19.26	16.69	20.22	17.52
23	16.27	14.10	17.09	14.81	17.94	15.55	18.84	16.32	19.78	17.14	20.77	18.00	21.81	18.90	22.90	19.84
26	17.17	14.87	18.03	15.62	18.93	16.40	19.88	17.22	20.87	18.08	21.92	18.98	23.01	19.93	24.16	20.93
28	17.83	15.44	18.72	16.22	19.65	17.03	20.64	17.88	21.67	18.78	22.75	19.72	23.89	20.69	25.08	21.73
32	19.04	16.49	19.99	17.32	20.99	18.18	22.04	19.09	23.14	20.05	24.29	21.05	25.51	22.10	26.78	23.21
40	21.56	18.68	22.64	19.61	23.77	20.59	24.96	21.61	26.21	22.70	27.52	23.83	28.89	25.03	30.34	26.27

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.

Employees are covered under the State of Nevada Public Employees Retirement System (PERS). New employees will have the option of selecting either the Employee/Employer Retirement (EE), with a deduction of 14.50%, or Employer-Paid Retirement (E). On the Employer-Paid Retirement (E) plan the District pays 28.00% of an employee's salary to the Public Employees Retirement System (PERS) for retirement benefits, and employees receive a reduced gross salary and reduced income tax obligation. NRS 286.421(3) requires that the District and employee share equally in the cost of any increase in contribution rates to PERS. Pursuant to this law, the Employer-Paid Retirement (E) schedule reflects a 1% salary reduction effective July 1, 2013 and a 1.125% salary reduction effective July 1, 2015. Employees who choose the Employee/Employer-Paid Retirement (EE) plan may voluntarily convert at a later date to the Employer-Paid Retirement (E) plan. An employee cannot change from the Employer-Paid Retirement (E) plan once that option has been selected.

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

- Superintendent's Secretary – Superintendent's Office (1 FTE) – Range 40
- Buyer and Budget Manager – Business Services (1 FTE) – Range 40
- Financial Reporting & Data Analyst – Business Services (1 FTE) – Range 32
- Payroll Technician – Business Services (1 FTE) – Range 32
- Accounts Payable Clerk – Business Services (1 FTE) – Range 28
- Administrative Secretary – Human Resources (2 FTE) – Range 32
- Benefits Coordinator – Human Resources (1 FTE) – Range 26
- Secretary - Substitute Caller/Receptionist – Human Resources (1 FTE) – Range 26