

DOUGLAS COUNTY SCHOOL DISTRICT
2016-17 CLASSIFIED SUPERVISORS & PROFESSIONAL EMPLOYEES SALARY SCHEDULE
Addition of Director of Business Services

Range	Step 1		Step 2		Step 3		Step 4		Step 5	
	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
A: 12 Month Employee None	\$41,962	\$36,352	\$44,715	\$38,737	\$47,749	\$41,364	\$50,330	\$43,600	\$53,084	\$45,987
B: 12 Month Employee Supervisor - Custodial Services	\$47,483	\$41,135	\$50,300	\$43,575	\$53,052	\$45,956	\$55,834	\$48,369	\$58,618	\$50,780
C: 12 Month Employee Director - School Nutrition Program Supervisor - Transportation Supervisor - Vehicle Maintenance	\$51,360	\$44,493	\$54,177	\$46,934	\$56,894	\$49,287	\$59,744	\$51,756	\$62,543	\$54,181
D: 12 Month Employee Director - Building Maintenance	\$60,700	\$52,583	\$64,029	\$55,469	\$67,241	\$58,250	\$70,608	\$61,166	\$73,918	\$64,034
E: 12 Month Employee Director - Information Technology	\$76,250	\$66,056	\$80,059	\$69,355	\$84,063	\$72,824	\$88,265	\$76,463	\$92,679	\$80,287
F: 12 Month Employee Director - Business Services	\$66,894	\$57,951	\$70,236	\$60,845	\$73,747	\$63,888	\$77,435	\$67,082	\$81,306	\$70,436
<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>										
200/5 days = Based on Range E Chief Health Nurse	\$60,119	\$52,081	\$63,123	\$54,683	\$66,280	\$57,418	\$69,594	\$60,287	\$73,073	\$63,302
220/5 days = Based on Range E Occupational Therapist Physical Therapist	\$65,986	\$57,162	\$69,281	\$60,018	\$72,746	\$63,019	\$76,383	\$66,169	\$80,202	\$69,478
186/5 days = Based on Range E Occupational Therapist	\$56,014	\$48,525	\$58,813	\$50,949	\$61,754	\$53,497	\$64,841	\$56,171	\$68,083	\$58,979
220/5 days = Based on Range B Coordinator - School Nutrition Program Coordinator - Transportation	\$41,091	\$35,598	\$43,528	\$37,709	\$45,909	\$39,770	\$48,318	\$41,858	\$50,727	\$43,944
186 days Behavior Analyst	\$66,338	\$57,448	\$69,651	\$60,318	\$73,135	\$63,335	\$76,791	\$66,501	\$80,630	\$69,826

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 (14.50% or 28.00%) Retirement:

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 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.

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.