

# DOUGLAS COUNTY SCHOOL DISTRICT

## 2018-19 CLASSIFIED SUPERVISORS & PROFESSIONAL EMPLOYEES SALARY SCHEDULE

Reflects a 1% Salary Increase

12-Month Employees										
Range	Step 1		Step 2		Step 3		Step 4		Step 5	
	EE	E	EE	E	EE	E	EE	E	EE	E
None <b>Range A</b>	\$43,229	\$37,450	\$46,065	\$39,907	\$49,191	\$42,613	\$51,850	\$44,917	\$54,687	\$47,376
None <b>Range B</b>	\$48,917	\$42,378	\$51,819	\$44,891	\$54,654	\$47,344	\$57,521	\$49,829	\$60,388	\$52,314
Shop Foreman Facilities Supervisor <b>Range B-1</b>	\$50,898	\$44,094	\$53,918	\$46,709	\$56,867	\$49,261	\$59,851	\$51,847	\$62,834	\$54,433
Director – School Nutrition <b>Range C</b>	\$52,911	\$45,837	\$55,814	\$48,352	\$58,612	\$50,776	\$61,548	\$53,319	\$64,432	\$55,818
Director – Facilities Director – Transportation <b>Range D</b>	\$62,533	\$54,171	\$65,963	\$57,144	\$69,272	\$60,009	\$72,740	\$63,013	\$76,150	\$65,968
Director – Information Technology <b>Range E</b>	\$78,553	\$68,051	\$82,477	\$71,449	\$86,601	\$75,023	\$90,930	\$78,772	\$95,478	\$82,712
Director – Business Services <b>Range F</b>	\$68,911	\$59,698	\$72,357	\$62,683	\$75,974	\$65,818	\$79,774	\$69,108	\$83,761	\$72,563

Non-12-Month Employees										
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:										
Occupational Therapist <sup>1</sup> <u>Work Days</u> 186 <u>Paid Holidays</u> 6 (Based on Range E)	\$56,870	\$49,267	\$59,712	\$51,728	\$62,698	\$54,315	\$65,832	\$57,030	\$69,123	\$59,881
Chief Health Nurse <u>Work Days</u> 200 <u>Paid Holidays</u> 6 (Based on Range E)	\$62,237	\$53,916	\$65,347	\$56,609	\$68,614	\$59,441	\$72,045	\$62,411	\$75,647	\$65,532
Occupational Therapist Physical Therapist <u>Work Days</u> 220 <u>Paid Holidays</u> 6 (Based on Range E)	\$68,281	\$59,150	\$71,691	\$62,105	\$75,276	\$65,211	\$79,040	\$68,470	\$82,992	\$71,895
Coordinator – School Nutrition Coordinator – Transportation <u>Work Days</u> 220 <u>Paid Holidays</u> 6 (Based on Range B)	\$42,520	\$36,836	\$45,042	\$39,020	\$47,505	\$41,153	\$49,998	\$43,314	\$52,492	\$45,472
Behavior Analyst <u>Work Days</u> 186 <u>Paid Holidays</u> 6	\$68,376	\$59,217	\$71,789	\$62,174	\$75,378	\$65,282	\$79,145	\$68,544	\$83,100	\$71,970
Social Worker III <sup>2</sup> <u>Work Days</u> 184 <u>Paid Holidays</u> 6	\$47,576	\$40,675	\$49,955	\$42,709	\$52,453	\$44,844	\$55,075	\$47,087	\$57,829	\$49,441
Social Worker II <sup>2</sup> <u>Work Days</u> 184 <u>Paid Holidays</u> 6	\$34,960	\$26,691	\$36,708	\$28,026	\$38,543	\$29,427	\$40,471	\$30,898	\$42,494	\$32,443
Social Worker I <sup>2</sup> <u>Work Days</u> 184 <u>Paid Holidays</u> 6	\$20,642	\$17,647	\$21,674	\$18,530	\$22,757	\$19,456	\$23,895	\$20,429	\$25,090	\$21,450

<sup>1</sup> – Denotes Special Contract. Normal Contract for Occupational Therapist is 220 workdays + 6 paid holidays.

<sup>2</sup> – Denotes a position that is grant funded, and a one-year only contract.

**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.