

**DOUGLAS COUNTY SCHOOL DISTRICT**  
**SITE ADMINISTRATOR & ASSISTANT DIRECTOR SALARY SCHEDULE**  
**2017-18: Reflects a 2% Salary Increase**

MASTER'S + 0				MASTER'S + 16 (Addition of \$1955 to Master's + 0 Scale)				MASTER'S + 32 (Addition of \$3911 to Master's + 0 Scale)			
0-400 Students		401+ Students		0-400 Students		401+ Students		0-400 Students		401+ Students	
VP	P	VP	P & AD	VP	P	VP	P & AD	VP	P	VP	P & AD

**Elementary**

	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days
<b>Step 0</b>	\$66,977	\$73,356	\$68,253	\$74,631	\$68,933	\$75,312	\$70,209	\$76,587	\$70,888	\$77,267	\$72,164	\$78,542
<b>Step 1</b>	\$68,651	\$75,189	\$69,959	\$76,497	\$70,606	\$77,145	\$71,914	\$78,452	\$72,562	\$79,100	\$73,869	\$80,408
<b>Step 2</b>	\$70,325	\$77,022	\$71,664	\$78,363	\$72,280	\$78,978	\$73,620	\$80,318	\$74,236	\$80,933	\$75,575	\$82,273
<b>Step 3</b>	\$72,001	\$78,858	\$73,373	\$80,230	\$73,956	\$80,814	\$75,328	\$82,185	\$75,911	\$82,769	\$77,283	\$84,141
<b>Step 4</b>	\$73,675	\$80,691	\$75,077	\$82,094	\$75,630	\$82,647	\$77,032	\$84,049	\$77,585	\$84,602	\$78,988	\$86,004
<b>Step 5</b>	\$75,349	\$82,525	\$76,785	\$83,960	\$77,305	\$84,480	\$78,740	\$85,916	\$79,260	\$86,436	\$80,695	\$87,871
<b>Step 6</b>	\$77,022	\$84,357	\$78,489	\$85,825	\$78,978	\$86,312	\$80,444	\$87,780	\$80,933	\$88,268	\$82,400	\$89,736
<b>Step 7</b>	\$78,698	\$86,193	\$80,198	\$87,692	\$80,653	\$88,148	\$82,153	\$89,648	\$82,609	\$90,104	\$84,108	\$91,603

**Middle School & Assistant Director – Special Services**

	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days
<b>Step 0</b>	\$68,253	\$77,879	\$69,528	\$79,210	\$70,209	\$79,834	\$71,484	\$81,165	\$72,164	\$81,790	\$73,439	\$83,121
<b>Step 1</b>	\$69,959	\$79,826	\$71,266	\$81,191	\$71,914	\$81,782	\$73,222	\$83,146	\$73,869	\$83,737	\$75,177	\$85,102
<b>Step 2</b>	\$71,664	\$81,773	\$73,004	\$83,171	\$73,620	\$83,729	\$74,960	\$85,126	\$75,575	\$85,684	\$76,915	\$87,081
<b>Step 3</b>	\$73,373	\$83,721	\$74,745	\$85,152	\$75,328	\$85,676	\$76,700	\$87,107	\$77,283	\$87,631	\$78,655	\$89,062
<b>Step 4</b>	\$75,077	\$85,667	\$76,481	\$87,131	\$77,032	\$87,622	\$78,436	\$89,087	\$78,988	\$89,577	\$80,391	\$91,042
<b>Step 5</b>	\$76,785	\$87,615	\$78,220	\$89,112	\$78,740	\$89,570	\$80,175	\$91,068	\$80,695	\$91,526	\$82,130	\$93,023
<b>Step 6</b>	\$78,489	\$89,562	\$79,956	\$91,093	\$80,444	\$91,517	\$81,911	\$93,048	\$82,400	\$93,473	\$83,866	\$95,004
<b>Step 7</b>	\$80,198	\$91,508	\$81,696	\$93,073	\$82,153	\$93,464	\$83,651	\$95,028	\$84,108	\$95,419	\$85,607	\$96,984

**High School**

	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days
<b>Step 0</b>	\$69,528	\$79,210	\$72,080	\$81,872	\$71,484	\$81,165	\$74,036	\$83,828	\$73,439	\$83,121	\$75,991	\$85,783
<b>Step 1</b>	\$71,266	\$81,191	\$73,882	\$83,921	\$73,222	\$83,146	\$75,837	\$85,876	\$75,177	\$85,102	\$77,792	\$87,831
<b>Step 2</b>	\$73,004	\$83,171	\$75,683	\$85,967	\$74,960	\$85,126	\$77,638	\$87,922	\$76,915	\$87,081	\$79,594	\$89,877
<b>Step 3</b>	\$74,745	\$85,152	\$77,487	\$88,014	\$76,700	\$87,107	\$79,443	\$89,969	\$78,655	\$89,062	\$81,398	\$91,924
<b>Step 4</b>	\$76,481	\$87,131	\$79,288	\$90,060	\$78,436	\$89,087	\$81,243	\$92,015	\$80,391	\$91,042	\$83,198	\$93,971
<b>Step 5</b>	\$78,220	\$89,112	\$81,090	\$92,108	\$80,175	\$91,068	\$83,045	\$94,063	\$82,130	\$93,023	\$85,001	\$96,019
<b>Step 6</b>	\$79,956	\$91,093	\$82,890	\$94,155	\$81,911	\$93,048	\$84,846	\$96,111	\$83,866	\$95,004	\$86,801	\$98,066
<b>Step 7</b>	\$81,696	\$93,073	\$84,695	\$96,201	\$83,651	\$95,028	\$86,650	\$98,157	\$85,607	\$96,984	\$88,605	\$100,112

*Key: VP = Vice-Principal, P = Principal, AD = Assistant Director – Special Services*

When an administrator remains in the same position at the same school, their responsibility factor shall not decrease due to a decrease in enrollment in future years.

Add \$1033 for Earned Doctorate Degree

**PERFORMANCE PAY SALARY SCHEDULE (See Leadership Project Level Placements)**

**Elementary**

	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days	212 Days
<b>Step A</b>	\$80,373	\$88,028	\$81,904	\$89,559	\$82,328	\$89,983	\$83,859	\$91,514	\$84,284	\$91,939	\$85,815	\$93,470
<b>Step AA</b>	\$81,209	\$88,944	\$82,757	\$90,490	\$83,165	\$90,899	\$84,712	\$92,446	\$85,120	\$92,855	\$86,667	\$94,401

**Middle School**

	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days
<b>Step A</b>	\$81,904	\$93,455	\$83,435	\$95,053	\$83,859	\$95,411	\$85,390	\$97,008	\$85,815	\$97,366	\$87,346	\$98,963
<b>Step AA</b>	\$82,757	\$94,428	\$84,303	\$96,042	\$84,712	\$96,383	\$86,258	\$97,998	\$86,667	\$98,338	\$88,214	\$99,953

**High School**

	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days	212 Days	222 Days
<b>Step A</b>	\$83,435	\$95,053	\$86,497	\$98,247	\$85,390	\$97,008	\$88,452	\$100,203	\$87,346	\$98,963	\$90,408	\$102,158
<b>Step AA</b>	\$84,303	\$96,042	\$87,397	\$99,270	\$86,258	\$97,998	\$89,352	\$101,226	\$88,214	\$99,953	\$91,307	\$103,181

## **Longevity Service Increment**

Any administrator or assistant director in a contracted position who has completed 5, 10, or 15 years of administrative service within the Douglas County School District shall receive a longevity service pay increment above regular range and level placement as follows: 2.5% the year following 5 years of service, 5% the year following 10 years of service, and 15% the year following 15 years of service.

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.

## **Initial Placement and Placement upon Promotion for Administrators within the District**

**In-District Promotion:** Placement on the Site Administrator & Assistant Director – Special Services Salary Schedule will be on the appropriate column at the step that ensures a salary which is at least equal to the salary the administrator would have earned in their previous position. If the In-District promotion involves an employee moving from the Licensed Personnel Salary Schedule to the Site Administrator & Assistant Director – Special Services Salary Schedule, their previously earned salary will be based on a 186-day regular teaching contract, not an extended-day contract. An administrator who receives a promotion within the District (i.e. Vice-Principal to Principal) will be moved to that level in which the total amount of administrative experience in Nevada is reflected for levels 0 through 7 only.

**Outside District Promotion:** Placement on the Site Administrator & Assistant Director – Special Services Salary Schedule will be at the appropriate column and base salary step in accordance with NRS and as deemed appropriate by the Superintendent or his/her designee.

## **Minimum Degree and Credential Requirements**

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

## **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.

## **Leadership Project Level Placements**

The Performance Pay Salary Schedule is only applicable to administrators who were hired prior to June 30, 2016 and advanced to Step A or AA during the 2011-2016 DCSD Leadership Project.