

**DOUGLAS COUNTY SCHOOL DISTRICT**  
**2017-18 CLASSIFIED SALARY SCHEDULE**  
 Reflects a 2% Salary Increase

Range	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		LONGEVITY 10		LONGEVITY 15		LONGEVITY 20	
	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E
10	12.37	10.72	13.38	11.60	14.36	12.43	15.36	13.31	16.30	14.12	17.15	14.85	17.99	15.59	18.87	16.35
11	12.65	10.95	13.63	11.80	14.60	12.64	15.57	13.47	16.58	14.37	17.41	15.09	18.28	15.84	19.19	16.63
12	12.96	11.24	13.97	12.11	14.97	12.97	15.95	13.81	16.92	14.67	17.77	15.39	18.70	16.20	19.61	16.98
14	13.65	11.82	14.64	12.68	15.62	13.53	16.65	14.42	17.60	15.24	18.46	15.99	19.41	16.82	20.36	17.64
15	13.90	12.04	14.90	12.91	15.86	13.74	16.82	14.57	17.77	15.39	18.70	16.20	19.61	16.98	20.60	17.84
17	14.51	12.58	15.50	13.42	16.47	14.28	17.47	15.14	18.43	15.97	19.37	16.77	20.32	17.61	21.36	18.49
18	14.81	12.83	15.81	13.70	16.80	14.56	17.82	15.44	18.80	16.30	19.76	17.11	20.73	17.96	21.79	18.86
21	15.75	13.65	16.77	14.52	17.72	15.35	18.74	16.24	19.70	17.06	20.70	17.93	21.75	18.83	22.80	19.76
23	16.45	14.24	17.43	15.11	18.38	15.92	19.37	16.77	20.35	17.63	21.37	18.50	22.43	19.43	23.56	20.41
26	17.34	15.02	18.33	15.88	19.32	16.74	20.28	17.57	21.28	18.43	22.33	19.34	23.47	20.33	24.61	21.33
28	17.99	15.59	18.92	16.39	19.92	17.26	20.92	18.12	21.87	18.94	22.99	19.91	24.14	20.92	25.37	21.97
30	18.59	16.11	19.59	16.97	20.55	17.81	21.53	18.67	22.51	19.49	23.63	20.48	24.84	21.51	26.06	22.58
31	18.88	16.36	19.87	17.21	20.83	18.04	21.83	18.90	22.82	19.78	23.96	20.76	25.14	21.79	26.42	22.88
32	19.22	16.66	20.20	17.49	21.18	18.35	22.13	19.18	23.11	20.02	24.29	21.03	25.50	22.09	26.75	23.17
34	19.84	17.19	20.78	18.00	21.80	18.88	22.79	19.75	23.74	20.56	24.94	21.60	26.18	22.68	27.50	23.83
36	20.46	17.73	21.47	18.59	22.43	19.43	23.41	20.28	24.40	21.14	25.63	22.20	26.91	23.32	28.24	24.47
38	21.09	18.28	22.06	19.11	23.06	19.97	24.04	20.82	25.01	21.66	26.29	22.78	27.58	23.89	28.94	25.06
39	21.47	18.59	22.43	19.43	23.41	20.28	24.40	21.14	25.37	21.97	26.61	23.06	27.96	24.21	29.34	25.41
40	21.78	18.86	22.75	19.71	23.72	20.55	24.72	21.42	25.67	22.25	26.97	23.37	28.29	24.52	29.72	25.74
41	22.20	19.22	23.21	20.10	24.18	20.95	25.19	21.83	26.17	22.67	27.48	23.81	28.86	24.99	30.27	26.23
42	22.94	19.88	23.99	20.80	24.99	21.64	26.06	22.58	27.04	23.43	28.40	24.60	29.84	25.85	31.30	27.12
47	25.95	22.48	27.13	23.51	28.27	24.50	29.44	25.51	30.60	26.51	32.11	27.82	33.72	29.21	35.41	30.67

\* Range A-C applies to the individuals in the following positions as of June 14, 2016

- Range A: Secretary – Substitute Caller – Receptionist – Human Resources
- Range B: Accounts Payable Clerk – Business Services
- Range C: Financial Reporting & Data Analyst and Payroll Technician – Business Services

Reflects a 2% Salary Increase

Range	STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		LONGEVITY 10		LONGEVITY 15		LONGEVITY 20	
	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E
A	17.76	15.39	18.77	16.27	19.79	17.15	20.77	18.00	21.79	18.88	22.87	19.81	24.04	20.82	25.20	21.84
B	18.44	15.97	19.36	16.78	20.33	17.62	21.35	18.49	22.41	19.42	23.53	20.40	24.70	21.40	25.94	22.47
C	19.70	17.05	20.68	17.91	21.71	18.80	22.80	19.75	23.93	20.74	25.12	21.77	26.39	22.86	27.69	24.00

1. Should an employee on Range A-C depart the Douglas County School District after June 14, 2016, the position will revert to the regular classified salary schedule as follows: Range A (Range 26), Range B (Range 28), and Range C (Range 32).
2. Any compensation increases/decreases and/or PERS contributions which impact the regular Classified Salary Schedule will have the same impact on Ranges A-C.
3. Longevity Service Increment: Any Support Staff Employee in a contracted position covered by this Agreement who has completed a total of ten (10), fifteen (15), or twenty (20) continuous 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. Compensation for longevity steps 10, 15, and 20 will be five percent (5%) over and above the employee's previous range and step placement.

Any support staff employee who has completed a total of twenty-five (25) continuous contracts of service with the District shall be eligible for a \$675 longevity bonus per year.

In exchange for Article XXI – Fingerprinting language, DCSSO agreed to reduce the \$750 twenty-five (25) year longevity bonus to \$675.

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.

4. Continuous service includes years worked in succession. When an employee terminates from the District, a break in continuous service occurs.
5. Classified Employees are covered under the State of Nevada Public Employees Retirement System (PERS). New employees have two options for deciding how to pay into their retirement (PERS):
  1. Employee/Employer Paid Retirement (EE). This option enables employees to receive a higher hourly wage, with 14.50% (50% of the total contribution rate) deducted from the employee's gross wages for PERS.
  2. Employer-Paid Retirement (E). This option results in lower hourly wages, with the District paying the cost of PERS (28.00% -100% of the total contribution rate.) There is no deduction from gross wages. This option often results in a reduced income tax obligation, which compensates for the lower wage.

NRS 286.421 (3) requires that the district and employees share equally in the cost of any increases in contribution rates to PERS. Pursuant to this law, the Employer-Paid Retirement (E) schedules reflect a 1.125% salary reduction effective July 1, 2015, but PERS made no salary reductions on the Employee-Employer Paid Retirement (EE) schedule on this effective date.