

# DOUGLAS COUNTY SCHOOL DISTRICT

## 2018-19 Salary Schedule

Reflects 1.0% Increase from 2017-19 Agreement + 0.5% Increase to Base + Comparability Adjustments

JOB FAMILY / CATEGORY	Old Range	New Range	1		2		3		4		5		11		16		20	
			EE	E	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E
<b>AIDES</b>																		
Para-Educator I - Non-Instructional	11	1-A	\$12.84	\$11.12	\$13.84	\$11.98	\$14.81	\$12.82	\$15.80	\$13.68	\$16.85	\$14.59	\$17.70	\$15.32	\$18.58	\$16.09	\$19.51	\$16.89
Para-Educator II - Non-Instructional	14	1-B	\$13.85	\$12.00	\$14.85	\$12.87	\$15.85	\$13.73	\$16.89	\$14.64	\$17.86	\$15.47	\$18.74	\$16.23	\$19.70	\$17.07	\$20.66	\$18.57
Para-Educator III - Non-Instructional	---	1-C	\$14.37	\$12.44	\$15.42	\$13.35	\$16.44	\$14.24	\$17.54	\$15.19	\$18.53	\$16.04	\$19.45	\$16.84	\$20.43	\$17.68	\$21.45	\$19.32
Para-Educator IV - Non-Instructional	---	1-D	\$14.96	\$12.95	\$16.05	\$13.89	\$17.11	\$14.81	\$18.25	\$15.80	\$19.28	\$16.69	\$20.24	\$17.53	\$21.25	\$18.40	\$22.32	\$19.98
Para-Educator I - Instructional	11	1-E	\$12.90	\$11.17	\$13.91	\$12.04	\$14.89	\$12.89	\$15.88	\$13.75	\$16.94	\$14.67	\$17.79	\$15.40	\$18.68	\$16.17	\$19.61	\$16.98
Para-Educator II - Instructional	14	1-F	\$14.48	\$12.54	\$15.53	\$13.45	\$16.57	\$14.35	\$17.67	\$15.30	\$18.66	\$16.16	\$19.60	\$16.97	\$20.58	\$17.82	\$21.61	\$18.71
Para-Educator III - Instructional	---	1-G	\$15.10	\$13.07	\$16.19	\$14.02	\$17.27	\$14.96	\$18.42	\$15.95	\$19.45	\$16.84	\$20.43	\$17.69	\$21.45	\$18.57	\$22.52	\$19.50
Para-Educator IV - Instructional	---	1-H	\$15.71	\$13.60	\$16.85	\$14.59	\$17.98	\$15.56	\$19.17	\$16.59	\$20.24	\$17.53	\$21.25	\$18.40	\$22.32	\$19.32	\$23.43	\$20.29
<b>BUILDING &amp; SITE MAINTENANCE (Facilities)</b>																		
Groundsperson	23	2-A	\$16.69	\$14.45	\$17.71	\$15.34	\$18.67	\$16.16	\$19.66	\$17.02	\$20.66	\$17.89	\$21.69	\$18.78	\$22.78	\$19.72	\$23.92	\$20.71
Maintenance Technician I	26	2-B	\$17.61	\$15.25	\$18.62	\$16.12	\$19.63	\$16.99	\$20.60	\$17.84	\$21.61	\$18.71	\$22.69	\$19.65	\$23.83	\$20.63	\$25.02	\$21.66
Maintenance Technician II	31	2-C	\$19.40	\$16.80	\$20.43	\$17.69	\$21.43	\$18.55	\$22.44	\$19.43	\$23.48	\$20.33	\$24.66	\$21.35	\$25.90	\$22.42	\$27.19	\$23.54
Maintenance Specialist - HVACR/EMS	36	2-D	\$21.03	\$18.21	\$22.07	\$19.11	\$23.07	\$19.97	\$24.06	\$20.83	\$25.11	\$21.74	\$26.36	\$22.82	\$27.67	\$23.96	\$29.06	\$25.16
<b>BUSINESS SERVICES - DISTRICT OFFICE</b>																		
Accounts Payable & Financial Analyst	C	3-A	\$20.14	\$17.43	\$21.14	\$18.32	\$22.19	\$19.23	\$23.31	\$20.19	\$24.47	\$21.20	\$25.69	\$22.25	\$26.98	\$23.38	\$28.32	\$24.54
Payroll Technician	32	3-B	\$19.67	\$17.03	\$20.66	\$17.89	\$21.67	\$18.76	\$22.66	\$19.62	\$23.65	\$20.48	\$24.83	\$21.50	\$26.07	\$22.57	\$27.36	\$23.69
<b>CLERICAL SERIES</b>																		
Clerk Typist	17	4-A	\$14.74	\$12.76	\$15.74	\$13.63	\$16.74	\$14.49	\$17.75	\$15.37	\$18.72	\$16.21	\$19.66	\$17.02	\$20.64	\$17.87	\$21.67	\$18.77
School Account Clerk	23	4-B	\$16.69	\$14.45	\$17.71	\$15.34	\$18.67	\$16.16	\$19.66	\$17.02	\$20.66	\$17.89	\$21.69	\$18.78	\$22.78	\$19.72	\$23.92	\$20.71
Secretary I - School/Department	23	4-C	\$16.98	\$14.70	\$17.99	\$15.58	\$18.97	\$16.42	\$19.97	\$17.29	\$20.99	\$18.17	\$22.04	\$19.08	\$23.13	\$20.03	\$24.29	\$21.03
Secretary II - School / Department	26	4-D	\$17.97	\$15.56	\$19.00	\$16.45	\$20.02	\$17.33	\$21.01	\$18.19	\$22.04	\$19.08	\$23.15	\$20.04	\$24.29	\$21.03	\$25.53	\$22.10
<b>CLERICAL SERIES - DISTRICT OFFICE</b>																		
Secretary - Substitute Coordinator / Receptionist	A	5-A	\$18.16	\$15.74	\$19.20	\$16.64	\$20.24	\$17.54	\$21.23	\$18.41	\$22.29	\$19.31	\$23.39	\$20.26	\$24.58	\$21.30	\$25.78	\$22.34
Specialist - Accountability	28	5-B	\$18.41	\$15.94	\$19.37	\$16.77	\$20.39	\$17.65	\$21.40	\$18.53	\$22.37	\$19.37	\$23.49	\$20.34	\$24.67	\$21.36	\$25.90	\$22.42
Specialist - Grants	28	5-C	\$18.41	\$15.94	\$19.37	\$16.77	\$20.39	\$17.65	\$21.40	\$18.53	\$22.37	\$19.37	\$23.49	\$20.34	\$24.67	\$21.36	\$25.90	\$22.42
Specialist - Progress Monitoring	28	5-D	\$18.41	\$15.94	\$19.37	\$16.77	\$20.39	\$17.65	\$21.40	\$18.53	\$22.37	\$19.37	\$23.49	\$20.34	\$24.67	\$21.36	\$25.90	\$22.42
Secretary III - Accounts Specialist	28	5-E	\$18.41	\$15.94	\$19.37	\$16.77	\$20.39	\$17.65	\$21.40	\$18.53	\$22.37	\$19.37	\$23.49	\$20.34	\$24.67	\$21.36	\$25.90	\$22.42
Administrative Secretary	32	5-F	\$19.67	\$17.03	\$20.66	\$17.89	\$21.67	\$18.76	\$22.66	\$19.62	\$23.65	\$20.48	\$24.83	\$21.50	\$26.07	\$22.57	\$27.36	\$23.69
<b>COMPUTER SERVICES (INFORMATION TECHNOLOGY)</b>																		
Help Desk Support Technician	26	6-A	\$17.74	\$15.36	\$17.60	\$15.24	\$19.77	\$17.12	\$20.77	\$17.98	\$21.77	\$18.85	\$22.83	\$19.77	\$24.01	\$20.79	\$25.19	\$21.81
Technology Systems Specialist	34	6-B	\$20.15	\$17.45	\$21.10	\$18.27	\$22.14	\$19.17	\$23.15	\$20.04	\$24.11	\$20.87	\$25.31	\$21.92	\$26.58	\$23.01	\$27.91	\$24.16
Computer Specialist I	40	6-C	\$22.11	\$19.15	\$23.10	\$20.00	\$24.10	\$20.86	\$25.11	\$21.74	\$26.08	\$22.58	\$27.39	\$23.71	\$28.76	\$24.90	\$30.19	\$26.14
Computer Specialist II	42	6-D	\$23.42	\$20.28	\$24.52	\$21.23	\$25.51	\$22.09	\$26.60	\$23.03	\$27.59	\$23.89	\$28.99	\$25.10	\$30.42	\$26.34	\$31.95	\$27.66
Computer Systems Engineer	47	6-E	\$26.69	\$23.11	\$27.92	\$24.17	\$29.08	\$25.18	\$30.28	\$26.22	\$31.46	\$27.24	\$33.03	\$28.60	\$34.67	\$30.02	\$36.43	\$31.54
Network Engineer - WAN	47	6-F	\$26.69	\$23.11	\$27.92	\$24.17	\$29.08	\$25.18	\$30.28	\$26.22	\$31.46	\$27.24	\$33.03	\$28.60	\$34.67	\$30.02	\$36.43	\$31.54
<b>CUSTODIANS</b>																		
Custodian	23	7-A	\$16.69	\$14.45	\$17.71	\$15.34	\$18.67	\$16.16	\$19.66	\$17.02	\$20.66	\$17.89	\$21.69	\$18.78	\$22.78	\$19.72	\$23.92	\$20.71
Head Custodian	26	7-B	\$17.61	\$15.25	\$18.62	\$16.12	\$19.63	\$16.99	\$20.60	\$17.84	\$21.61	\$18.71	\$22.69	\$19.65	\$23.83	\$20.63	\$25.02	\$21.66

JOB FAMILY / CATEGORY	Old Range	New Range	1		2		3		4		5		11		16		20	
			EE	E	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E	EE	E
<b>FOOD SERVICES ( School Nutrition)</b>																		
Cashier I	10	8-A	\$12.57	\$10.88	\$13.59	\$11.77	\$14.58	\$12.62	\$15.60	\$13.51	\$16.55	\$14.33	\$17.38	\$15.05	\$18.25	\$15.80	\$19.16	\$16.59
Cashier II	12	8-B	\$13.17	\$11.41	\$14.20	\$12.29	\$15.21	\$13.17	\$16.19	\$14.02	\$17.19	\$14.88	\$18.05	\$15.63	\$18.95	\$16.41	\$19.90	\$17.23
Assistant Cook	14	8-C	\$13.86	\$12.00	\$14.87	\$12.87	\$15.86	\$13.73	\$16.91	\$14.64	\$17.86	\$15.47	\$18.76	\$16.24	\$19.70	\$17.05	\$20.68	\$17.90
Nutrition Manager	18	8-D	\$15.04	\$13.02	\$16.07	\$13.91	\$17.06	\$14.77	\$18.11	\$15.68	\$19.10	\$16.54	\$20.06	\$17.37	\$21.06	\$18.23	\$22.12	\$19.15
<b>HEALTH SERVICES</b>																		
Health Aide	14	9-A	\$14.69	\$12.72	\$15.77	\$13.65	\$16.79	\$14.54	\$17.91	\$15.51	\$18.94	\$16.40	\$19.88	\$17.21	\$20.87	\$18.07	\$21.92	\$18.98
Health Service Nurse - LPN	30	9-B	\$18.89	\$16.35	\$19.90	\$17.23	\$20.88	\$18.08	\$21.88	\$18.94	\$22.86	\$19.79	\$24.00	\$20.78	\$25.20	\$21.82	\$26.46	\$22.91
Health Service Nurse - RN	34	9-C	\$20.15	\$17.45	\$21.10	\$18.27	\$22.14	\$19.17	\$23.15	\$20.04	\$24.11	\$20.87	\$25.31	\$21.92	\$26.58	\$23.01	\$27.91	\$24.16
Health Service Nurse - RN (BSN & State Endorsement)	47	9-D	\$26.36	\$22.82	\$27.57	\$23.87	\$28.73	\$24.87	\$29.91	\$25.90	\$31.07	\$26.90	\$32.63	\$28.25	\$34.26	\$29.66	\$35.97	\$31.14
<b>HEARING IMPAIRED INTERPRETERS</b>																		
Educational Interpreter - Tutor I	40	10-A	\$22.12	\$19.15	\$23.10	\$20.00	\$24.09	\$20.86	\$25.11	\$21.74	\$26.08	\$22.58	\$27.40	\$23.72	\$28.75	\$24.89	\$30.18	\$26.13
Educational Interpreter - Tutor II	41	10-B	\$22.53	\$19.51	\$23.56	\$20.41	\$24.55	\$21.27	\$25.58	\$22.16	\$26.56	\$23.01	\$27.89	\$24.16	\$29.29	\$25.37	\$30.73	\$26.63
<b>MECHANICS (Vehicle Maintenance)</b>																		
Automotive Mechanic	36	11-B	\$20.78	\$17.99	\$21.80	\$18.87	\$22.79	\$19.73	\$23.77	\$20.58	\$24.79	\$21.47	\$26.03	\$22.54	\$27.34	\$23.67	\$28.70	\$24.85
Equipment Mechanic	42	11-C	\$23.77	\$20.58	\$24.87	\$21.53	\$25.88	\$22.41	\$27.00	\$23.38	\$28.01	\$24.25	\$29.43	\$25.48	\$30.91	\$26.76	\$32.42	\$28.07
<b>MEDIA TECHNICIAN</b>																		
Media Technician I	31	12-A	\$19.18	\$16.60	\$20.17	\$17.47	\$21.15	\$18.31	\$22.27	\$19.28	\$23.31	\$20.18	\$24.47	\$21.19	\$25.70	\$22.25	\$26.98	\$23.36
Media Technician II	34	12-B	\$20.15	\$17.45	\$21.10	\$18.27	\$22.14	\$19.17	\$23.15	\$20.04	\$24.11	\$20.87	\$25.31	\$21.92	\$26.58	\$23.01	\$27.91	\$24.16
Media Technician III	39	12-C	\$21.80	\$18.87	\$22.79	\$19.73	\$23.77	\$20.58	\$24.79	\$21.47	\$25.76	\$22.30	\$27.05	\$23.42	\$28.40	\$24.59	\$29.82	\$25.82
<b>SPECIAL EDUCATION</b>																		
Para-Educator I - Special Education	11	13-A	\$12.90	\$11.17	\$13.91	\$12.04	\$14.89	\$12.89	\$15.87	\$13.74	\$16.94	\$14.67	\$17.79	\$15.40	\$18.68	\$16.17	\$19.61	\$16.98
Para-Educator II - Special Education	14	13-B	\$14.83	\$12.84	\$15.89	\$13.76	\$16.97	\$14.69	\$18.08	\$15.65	\$19.13	\$16.56	\$20.06	\$17.37	\$21.08	\$18.25	\$22.13	\$19.16
Para-Educator III - Special Education	---	13-C	\$15.47	\$13.39	\$16.57	\$14.35	\$17.69	\$15.32	\$18.85	\$16.32	\$19.95	\$17.27	\$20.94	\$18.13	\$21.99	\$19.04	\$23.09	\$19.99
Para-Educator IV - Special Education	18	13-D	\$16.09	\$13.93	\$17.24	\$14.93	\$18.41	\$15.94	\$19.61	\$16.98	\$20.75	\$17.97	\$21.79	\$18.86	\$22.88	\$19.81	\$24.02	\$20.80
<b>STUDENT SAFETY</b>																		
Student Safety Campus Monitor	23	14-A	\$16.69	\$14.45	\$17.71	\$15.34	\$18.67	\$16.16	\$19.66	\$17.02	\$20.66	\$17.89	\$21.69	\$18.78	\$22.78	\$19.72	\$23.92	\$20.71
<b>TEACHER ASSISTANT</b>																		
Teacher Assistant	31	15-A	\$19.18	\$16.60	\$20.17	\$17.47	\$21.15	\$18.31	\$22.16	\$19.19	\$23.19	\$20.08	\$24.35	\$21.08	\$25.57	\$22.14	\$26.85	\$23.24
<b>WAREHOUSE</b>																		
Warehouse Delivery	21	16-A	\$16.00	\$13.85	\$17.03	\$14.74	\$17.99	\$15.58	\$19.04	\$16.48	\$20.01	\$17.33	\$21.01	\$18.19	\$22.06	\$19.10	\$23.17	\$20.06
Mail Person	23	16-B	\$16.69	\$14.45	\$17.71	\$15.34	\$18.67	\$16.16	\$19.66	\$17.02	\$20.66	\$17.89	\$21.69	\$18.78	\$22.78	\$19.72	\$23.92	\$20.71
Warehouse Manager	26	16-C	\$17.61	\$15.25	\$18.62	\$16.12	\$19.63	\$16.99	\$20.60	\$17.84	\$21.61	\$18.71	\$22.69	\$19.65	\$23.83	\$20.63	\$25.02	\$21.66

- Should an employee on Range 3A or 5A depart the Douglas County School District after June 14, 2016, the position will revert to the regular classified salary schedule as follows: Range 5-A (Range 4-D) and Range 3-A (Range 5-E).
- Any compensation increases/decreases and/or PERS contributions which impact the regular Classified Salary Schedule will have the same impact on Ranges 3-A and 5-A.
- 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 nineteen (19) continuous contracts of service with the District shall be eligible for longevity steps 10, 15, or 19 depending upon one's number of years of service. Compensation for longevity steps 11, 15, and 19 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.

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
  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.