

DOUGLAS COUNTY SCHOOL DISTRICT

2023-24 CONFIDENTIAL EMPLOYEE SALARY SCHEDULE

Reflects a 2% increase on Employer/Employee for PERS increase as of 7-1-2023

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
D	\$22.87	\$19.30	\$24.00	\$20.27	\$25.21	\$21.28	\$26.47	\$22.34	\$27.78	\$23.45	\$29.17	\$24.64	\$30.66	\$25.85	\$32.19	\$27.15
E	\$26.69	\$22.55	\$28.03	\$23.65	\$29.44	\$24.84	\$30.91	\$26.09	\$32.45	\$27.40	\$34.08	\$28.76	\$35.78	\$30.19	\$37.57	\$31.71

Longevity Service Increment: Any classified employee in a contracted position covered by this schedule who has completed a total of ten (10), fifteen (15), or nineteen (19) 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. 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. Compensation for each longevity step will be five percent (5%) over and above the employee's previous range and step placement.

Any Confidential Employee in a contracted position who has completed twenty-five (25) continuous contracts of service with the District will receive an additional \$750 per year after their 25th continuous year.

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 17.5%, or Employer-Paid Retirement (E). On the Employer-Paid Retirement (E) plan, the District pays 33.5% 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 in 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, a 1.125% salary reduction effective July 1, 2015, a 0.625% salary reduction effective July 1, 2019, and a 0% salary reduction in lieu of a 0.25% salary increase effective July 1, 2021. 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.

The Confidential Salary Schedule applies to individuals in the following positions:

- Superintendent's Secretary – Superintendent's Office (1 FTE) – Range E
- Administrative Secretary – Human Resources (2 FTE) – Range D
- Benefits & Risk Management Coordinator – Human Resources (1 FTE) – Range D