

Appendix

**Douglas County School District  
2023-25 LIST OF JOB FAMILIES & CATEGORIES  
APPENDIX A**

JOB FAMILY / CATEGORY	RANGE (Prior to 04-09-19)	RANGERANGE (As of 04-09-19)
<b>AIDES</b>		
Para-Educator I - Instructional	Not Applicable	1-E
Para-Educator II - Instructional	Not Applicable	1-F
Para-Educator III - Instructional	Not Applicable	1-G
Para-Educator IV - Instructional	Not Applicable	1-H
<b>BUILDINGS/SITE MAINTENANCE</b>		
Grounds Person	23	2-A
Maintenance Technician I	26	2-B
Maintenance Technician II	31	2-C
Lead Grounds Person	Not Applicable	2-D
Maintenance Specialist – HVACR/EMS	36	2-D
<b>BUSINESS SERVICES – DISTRICT OFFICE</b>		
Accounts Payable & Financial Analyst	B	3-A
Payroll Technician	32	3-B
<b>CLERICAL SERIES</b>		
Secretary I, School/Department	23	4-C
Secretary II, School/Department	26	4-D
<b>CLERICAL SERIES – DISTRICT OFFICE</b>		
District Office Front Desk / Substitute Coordinator	Not Applicable	5-B
Specialist - Grants	28	5-C
Specialist – Progress Monitoring	28	5-D
Secretary III, Accounts Specialist	28	5-E
Specialist - Accountability	28	5-F
<b>COMPUTER SERVICES</b>		
Help Desk/Support Technician	26	6-A
Technology Systems Specialist	34	6-B
Computer Specialist I	40	6-C
IT Applications Specialist	42	6-D
Computer Systems Engineer	47	6-E
Network Engineer – WAN	47	6-F
<b>CUSTODIANS</b>		
Custodian	23	7-A
Head Custodian I (Elementary/DHS Night Lead)	26	7-B
Head Custodian II (Middle / GWHS)	Not Applicable	7-C
Head Custodian III (DHS)	Not Applicable	7-D

<b>FOOD SERVICES</b>		
Cashier I	10	8-A
Cashier II	12	8-B
Assistant Cook	14	8-C
Nutrition Manager I (Elementary)	18	8-D
Nutrition Manager II (Middle/GWHS)	Not Applicable	8-E
Nutrition Manager III (DHS)	Not Applicable	8-F
<b>HEALTH</b>		
Health Aide	14	9-A
Health Service Nurse - LPN	30	9-B
Health Service Nurse - RN	34	9-C
Health Service Nurse - RN (BSN & State Endorsement) – moving to certified salary schedule in 2022-23 as appropriate	47	9-D
<b>HEARING IMPAIRED INTERPRETERS</b>		
Educational Interpreter I	40	10-A
<b>MECHANICS</b>		
Equipment Mechanic	42	11-C
<b>MEDIA TECHNICIAN</b>		
Media Technician I	31	12-A
Media Technician II	34	12-B
Media Technician III	39	12-C
<b>SPECIAL EDUCATION</b>		
Para-Educator I - Special Education	Not Applicable	13-A
Para-Educator II - Special Education	Not Applicable	13-B
Para-Educator III - Special Education	Not Applicable	13-C
Para-Educator IV - Special Education	Not Applicable	13-D
Behavior Technician	Not Applicable	13-D
<b>STUDENT SAFETY</b>		
Student Safety Campus Monitor	23	14-A
<b>TEACHER ASSISTANT</b>		
Teacher Assistant	31	15-A
Psychologist Technician	Not Applicable	15-A
<b>WAREHOUSE</b>		
Warehouse Delivery	21	16-A
Mail Person	23	16-B
Warehouse Manager	26	16-C

**DOUGLAS COUNTY SCHOOL DISTRICT  
2023-2025 JOB TITLES**

Job Title	Range <i>(As of 04-09-19)</i>
Para-Educator I - Instructional	1-E
Para-Educator II – Instructional - HQ	1-F
Para-Educator III – Instructional - HQ	1-G
Para-Educator IV – Instructional - HQ	1-H
Grounds Person	2-A
Maintenance Technician I	2-B
Maintenance Technician II	2-C
Lead Grounds Person	2-D
Maintenance Specialist - HVACR/EMS	2-D
Accounts Payable & Financial Analyst	3-A
Payroll Technician	3-B
Secretary I - School/Department	4-C
Secretary II - School / Department	4-D
District Office Front Desk – Substitute Coordinator	5-B
Specialist - Grants	5-C
Specialist - Progress Monitoring	5-D
Secretary III - Accounts Specialist	5-E
Specialist - Accountability	5-F
Help Desk Support Technician	6-A
Technology Systems Specialist	6-B
Computer Specialist I	6-C
IT Application Specialist	6-D
Computer Systems Engineer	6-E
Network Engineer - WAN	6-F
Custodian	7-A
Head Custodian I (Elementary/ DHS Night Lead)	7-B
Head Custodian II (Middle / GWHS)	7-C
Head Custodian III (DHS)	7-D
Cashier I	8-A
Cashier II	8-B
Assistant Cook	8-C
Nutrition Manager I (Elementary)	8-D
Nutrition Manager II (Middle / GWHS)	8-E
Nutrition Manager III (DHS)	8-F
Health Aide	9-A
Health Service Nurse - LPN	9-B
Health Service Nurse - RN	9-C
Health Service Nurse - RN (BSN & State Endorsement)	9-D
(BSN with State Endorsement moving to certified salary schedule 22-23)	
Educational Interpreter I	10-A

Job Title	Range (As of 04-09-19)
Equipment Mechanic	11-C
Media Technician I	12-A
Media Technician II	12-B
Media Technician III	12-C
Para-Educator I - Special Education	13-A
Para-Educator II - Special Education	13-B
Para-Educator III - Special Education	13-C
Para-Educator IV - Special Education	13-D
Behavior Technician	13-D
Student Safety Campus Monitor	14-A
Teacher Assistant	15-A
Psychologist Technician	15-A
Warehouse Delivery	16-A
Mail Person	16-B
Warehouse Manager	16-C

Substitutes (Classified Employees): All substitute positions will be paid at the entry-level rate (EE1) for the job classification in which they are substituting.

\*\* Range 3-A applies to the individual in the following position as of July 1, 2016

- Range 3-A: Accounts Payable & Financial Analyst

Should an employee on Range C depart the Douglas County School District after July 1, 2016, the position will revert to the regular classified salary schedule as follows: 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 Range-3-A.

# DOUGLAS COUNTY SCHOOL DISTRICT

**2023-2024**

Reflects a 1.1% Salary Increase

Increase paid retroactively to July 01, 2023 for 260-Day Employees and August 01, 2023 for all other employees.  
Only retroactive for employees who are employed as of the date of approval by the Board of Trustees.

Step/Range	AIDES					FACILITIES					DO-BUSINESS					CLERICAL					DO-CLERICAL SERIES					
	1-E	1-F	1-G	1-H	1-I	2-A	2-B	2-C	2-D	2-E	3-A	3-B	3-C	3-D	3-E	4-A	4-B	4-C	4-D	4-E	5-B	5-C	5-D	5-E	5-F	
Step 1	EE	\$15.63	\$17.53	\$18.28	\$19.03	\$20.22	\$21.32	\$23.51	\$25.49	\$28.81	\$24.38	\$23.81	\$17.87	\$20.22	\$20.57	\$21.76	\$21.76	\$20.57	\$21.76	\$21.76	\$21.76	\$22.29	\$22.29	\$22.29	\$22.29	\$28.23
	E	\$13.14	\$14.75	\$15.37	\$16.00	\$17.02	\$17.95	\$19.78	\$21.43	\$24.38	\$20.51	\$20.04	\$15.03	\$17.02	\$17.32	\$18.32	\$18.32	\$17.32	\$18.32	\$18.32	\$18.32	\$18.75	\$18.75	\$18.75	\$18.75	\$20.04
Step 2	EE	\$16.84	\$18.81	\$19.60	\$20.40	\$21.45	\$22.57	\$24.75	\$26.72	\$25.61	\$25.03	\$19.06	\$21.45	\$21.80	\$23.02	\$23.02	\$21.80	\$23.02	\$23.02	\$23.02	\$23.45	\$23.45	\$23.45	\$23.45	\$25.03	
	E	\$14.19	\$15.83	\$16.51	\$17.17	\$18.06	\$18.98	\$20.82	\$22.50	\$21.56	\$21.06	\$16.03	\$18.06	\$18.34	\$19.36	\$19.36	\$18.34	\$19.36	\$19.36	\$19.36	\$19.75	\$19.75	\$19.75	\$19.75	\$21.06	
Step 3	EE	\$18.04	\$20.08	\$20.92	\$21.77	\$22.61	\$23.77	\$25.95	\$27.94	\$26.86	\$26.24	\$20.28	\$22.61	\$22.98	\$24.24	\$24.24	\$22.98	\$24.24	\$24.24	\$24.24	\$24.69	\$24.69	\$24.69	\$24.69	\$26.24	
	E	\$15.17	\$16.91	\$17.60	\$18.32	\$19.03	\$20.00	\$21.84	\$23.51	\$22.64	\$22.09	\$17.06	\$19.03	\$19.33	\$20.40	\$20.40	\$19.33	\$20.40	\$20.40	\$20.40	\$20.78	\$20.78	\$20.78	\$20.78	\$22.09	
Step 4	EE	\$19.23	\$21.40	\$22.30	\$23.22	\$23.81	\$24.95	\$27.18	\$29.12	\$28.24	\$27.44	\$21.50	\$23.81	\$24.19	\$25.45	\$25.45	\$24.19	\$25.45	\$25.45	\$25.45	\$25.93	\$25.93	\$25.93	\$25.93	\$27.44	
	E	\$16.19	\$18.02	\$18.76	\$19.55	\$20.04	\$20.99	\$22.87	\$24.52	\$23.77	\$23.10	\$18.09	\$20.04	\$20.36	\$21.41	\$21.41	\$20.36	\$21.41	\$21.41	\$21.41	\$21.81	\$21.81	\$21.81	\$21.81	\$23.10	
Step 5	EE	\$20.52	\$22.61	\$23.57	\$24.50	\$25.03	\$26.16	\$28.43	\$30.43	\$29.64	\$28.66	\$22.68	\$25.03	\$25.43	\$26.68	\$26.68	\$25.43	\$26.68	\$26.68	\$26.68	\$27.11	\$27.11	\$27.11	\$27.11	\$28.66	
	E	\$17.28	\$19.03	\$19.82	\$20.62	\$21.05	\$22.03	\$23.92	\$25.59	\$24.95	\$24.10	\$19.08	\$21.05	\$21.39	\$22.47	\$22.47	\$21.39	\$22.47	\$22.47	\$22.47	\$22.80	\$22.80	\$22.80	\$22.80	\$24.10	
Step 6	EE	\$20.70	\$22.79	\$23.75	\$24.72	\$25.24	\$26.41	\$28.68	\$30.66	\$29.88	\$28.88	\$22.87	\$25.24	\$25.63	\$26.91	\$26.91	\$25.63	\$26.91	\$26.91	\$26.91	\$27.32	\$27.32	\$27.32	\$27.32	\$28.88	
	E	\$17.42	\$19.17	\$19.98	\$20.80	\$21.25	\$22.21	\$24.12	\$25.81	\$25.15	\$24.30	\$19.24	\$21.25	\$21.57	\$22.66	\$22.66	\$21.57	\$22.66	\$22.66	\$22.66	\$23.00	\$23.00	\$23.00	\$23.00	\$24.30	
Step 7	EE	\$20.87	\$22.99	\$23.94	\$24.92	\$25.45	\$26.61	\$28.90	\$30.94	\$30.13	\$29.11	\$23.07	\$25.45	\$25.85	\$27.14	\$27.14	\$25.85	\$27.14	\$27.14	\$27.14	\$27.55	\$27.55	\$27.55	\$27.55	\$29.10	
	E	\$17.56	\$19.34	\$20.16	\$20.97	\$21.41	\$22.40	\$24.32	\$26.02	\$25.37	\$24.51	\$19.39	\$21.41	\$21.73	\$22.83	\$22.83	\$21.73	\$22.83	\$22.83	\$22.83	\$23.18	\$23.18	\$23.18	\$23.18	\$24.51	
Step 8	EE	\$21.02	\$23.18	\$24.15	\$25.14	\$25.65	\$26.81	\$29.14	\$31.17	\$30.39	\$29.36	\$23.24	\$25.65	\$26.05	\$27.35	\$27.35	\$26.05	\$27.35	\$27.35	\$27.35	\$27.79	\$27.79	\$27.79	\$27.79	\$29.36	
	E	\$17.69	\$19.49	\$20.32	\$21.15	\$21.58	\$22.58	\$24.53	\$26.22	\$25.57	\$24.71	\$19.57	\$21.58	\$21.93	\$23.02	\$23.02	\$21.93	\$23.02	\$23.02	\$23.02	\$23.35	\$23.35	\$23.35	\$23.35	\$24.71	
Step 9	EE	\$21.20	\$23.35	\$24.33	\$25.34	\$25.86	\$27.05	\$29.39	\$31.40	\$30.62	\$29.59	\$23.43	\$25.86	\$26.27	\$27.58	\$27.58	\$26.27	\$27.58	\$27.58	\$27.58	\$28.01	\$28.01	\$28.01	\$28.01	\$29.59	
	E	\$17.85	\$19.67	\$20.48	\$21.32	\$21.74	\$22.77	\$24.73	\$26.44	\$25.79	\$24.91	\$19.72	\$21.74	\$22.11	\$23.21	\$23.21	\$22.11	\$23.21	\$23.21	\$23.21	\$23.57	\$23.57	\$23.57	\$23.57	\$24.91	
Step 10	EE	\$21.37	\$23.55	\$24.52	\$25.54	\$26.06	\$27.26	\$29.63	\$31.67	\$30.88	\$29.85	\$23.62	\$26.06	\$26.48	\$27.82	\$27.82	\$26.48	\$27.82	\$27.82	\$27.82	\$28.23	\$28.23	\$28.23	\$28.23	\$29.85	
	E	\$17.98	\$19.81	\$20.63	\$21.49	\$21.94	\$22.95	\$24.93	\$26.65	\$25.99	\$25.10	\$19.87	\$21.94	\$22.28	\$23.40	\$23.40	\$22.28	\$23.40	\$23.40	\$23.40	\$23.74	\$23.74	\$23.74	\$23.74	\$25.10	
Step 11	EE	\$21.53	\$23.73	\$24.75	\$25.74	\$26.27	\$27.49	\$29.87	\$31.92	\$31.11	\$30.07	\$23.80	\$26.27	\$26.68	\$28.05	\$28.05	\$26.68	\$28.05	\$28.05	\$28.05	\$28.44	\$28.44	\$28.44	\$28.44	\$30.07	
	E	\$18.13	\$19.97	\$20.82	\$21.66	\$22.11	\$23.12	\$25.13	\$26.85	\$26.18	\$25.31	\$20.02	\$22.11	\$22.47	\$23.59	\$23.59	\$22.47	\$23.59	\$23.59	\$23.59	\$23.93	\$23.93	\$23.93	\$23.93	\$25.31	
Step 16	EE	\$22.63	\$24.93	\$25.97	\$27.03	\$27.58	\$28.86	\$31.35	\$33.51	\$32.68	\$31.57	\$25.01	\$27.58	\$28.04	\$29.42	\$29.42	\$28.04	\$29.42	\$29.42	\$29.42	\$29.88	\$29.88	\$29.88	\$29.88	\$31.57	
	E	\$19.04	\$20.97	\$21.88	\$22.74	\$23.21	\$24.28	\$26.38	\$28.21	\$27.53	\$26.57	\$21.03	\$23.21	\$23.58	\$24.75	\$24.75	\$23.58	\$24.75	\$24.75	\$24.75	\$25.14	\$25.14	\$25.14	\$25.14	\$26.57	
Step 20	EE	\$23.74	\$26.16	\$27.27	\$28.37	\$28.96	\$30.33	\$32.93	\$35.19	\$34.31	\$33.13	\$26.24	\$28.96	\$29.42	\$30.94	\$30.94	\$29.42	\$30.94	\$30.94	\$30.94	\$31.35	\$31.35	\$31.35	\$31.35	\$33.13	
	E	\$19.98	\$22.03	\$22.95	\$23.88	\$24.36	\$25.50	\$27.71	\$29.61	\$28.88	\$27.88	\$22.10	\$24.36	\$24.75	\$26.02	\$26.02	\$24.75	\$26.02	\$26.02	\$26.02	\$26.38	\$26.38	\$26.38	\$26.38	\$27.88	

# DOUGLAS COUNTY SCHOOL DISTRICT

## 2023-2024

Reflects a 11% Salary Increase

Increase paid retroactively to July 01, 2023 for 260-Day Employees and August 01, 2023 for all other employees.  
Only retroactive for employees who are employed as of the date of approval by the Board of Trustees.

Step/Range	INFORMATION TECHNOLOGY						CUSTODIANS						FOOD SERVICES						HEALTH SERVICES			
	6-A	6-B	6-C	6-D	6-E	6-F	7-A	7-B	7-C	7-D	8-A	8-B	8-C	8-D	8-E	8-F	9-A	9-B	9-C	9-D		
Step 1	EE \$21.48	\$24.39	\$26.76	\$28.36	\$32.32	\$32.32	\$20.22	\$21.32	\$23.51	\$25.49	\$15.22	\$15.95	\$16.78	\$18.22	\$20.08	\$21.77	\$17.80	\$22.88	\$24.39	\$31.92		
	E \$18.07	\$20.54	\$22.53	\$23.87	\$27.22	\$27.22	\$17.02	\$17.95	\$19.78	\$21.43	\$12.82	\$13.43	\$14.11	\$15.32	\$16.88	\$18.30	\$14.97	\$19.24	\$20.54	\$26.85		
Step 2	EE \$22.61	\$25.56	\$27.97	\$29.69	\$33.81	\$33.81	\$21.45	\$22.57	\$24.75	\$26.72	\$16.46	\$17.19	\$18.02	\$19.45	\$21.33	\$23.03	\$19.09	\$24.10	\$25.56	\$33.40		
	E \$19.03	\$21.50	\$23.54	\$24.99	\$28.44	\$28.44	\$18.06	\$18.98	\$20.82	\$22.50	\$13.84	\$14.47	\$15.15	\$16.37	\$17.96	\$19.41	\$16.05	\$20.27	\$21.50	\$28.11		
Step 3	EE \$23.80	\$26.80	\$29.18	\$30.91	\$35.22	\$35.22	\$22.61	\$23.77	\$25.95	\$27.94	\$17.66	\$18.43	\$19.20	\$20.67	\$22.56	\$24.29	\$20.35	\$25.30	\$26.80	\$34.79		
	E \$20.02	\$22.56	\$24.55	\$26.01	\$29.64	\$29.64	\$19.03	\$20.00	\$21.84	\$23.51	\$14.85	\$15.48	\$16.16	\$17.39	\$18.98	\$20.43	\$17.12	\$21.29	\$22.56	\$29.27		
Step 4	EE \$25.05	\$28.05	\$30.43	\$32.21	\$36.70	\$36.70	\$23.81	\$24.95	\$27.18	\$29.12	\$18.89	\$19.60	\$20.48	\$21.93	\$23.89	\$25.59	\$21.70	\$26.50	\$28.05	\$36.23		
	E \$21.08	\$23.59	\$25.59	\$27.11	\$30.87	\$30.87	\$20.04	\$20.99	\$22.87	\$24.52	\$15.90	\$16.51	\$17.24	\$18.46	\$20.11	\$21.56	\$18.26	\$22.30	\$23.59	\$30.49		
Step 5	EE \$26.37	\$29.20	\$31.59	\$33.42	\$38.10	\$38.10	\$25.03	\$26.16	\$28.43	\$30.43	\$20.06	\$20.83	\$21.62	\$23.14	\$25.65	\$27.45	\$22.95	\$27.68	\$29.20	\$37.62		
	E \$22.19	\$24.56	\$26.58	\$28.13	\$32.07	\$32.07	\$21.05	\$22.03	\$23.92	\$25.59	\$16.88	\$17.53	\$18.20	\$19.46	\$21.13	\$22.60	\$19.30	\$23.29	\$24.56	\$31.66		
Step 6	EE \$26.57	\$29.44	\$31.86	\$33.70	\$38.43	\$38.43	\$25.24	\$26.41	\$28.68	\$30.66	\$20.22	\$20.99	\$21.82	\$23.33	\$25.35	\$27.11	\$23.14	\$27.92	\$29.44	\$37.95		
	E \$22.38	\$24.78	\$26.80	\$28.35	\$32.33	\$32.33	\$21.25	\$22.21	\$24.12	\$25.81	\$17.02	\$17.66	\$18.35	\$19.64	\$21.31	\$22.80	\$19.46	\$23.48	\$24.78	\$31.92		
Step 7	EE \$26.78	\$29.68	\$32.12	\$33.98	\$38.74	\$38.74	\$25.45	\$26.61	\$28.90	\$30.94	\$20.38	\$21.17	\$21.99	\$23.53	\$25.56	\$27.34	\$23.32	\$28.15	\$29.68	\$38.26		
	E \$22.54	\$24.98	\$27.03	\$28.59	\$32.61	\$32.61	\$21.41	\$22.40	\$24.32	\$26.02	\$17.15	\$17.80	\$18.50	\$19.79	\$21.49	\$22.99	\$19.64	\$23.68	\$24.98	\$32.20		
Step 8	EE \$27.02	\$29.93	\$32.37	\$34.28	\$39.07	\$39.07	\$25.65	\$26.81	\$29.14	\$31.17	\$20.56	\$21.33	\$22.16	\$23.71	\$25.77	\$27.56	\$23.52	\$28.37	\$29.93	\$38.57		
	E \$22.73	\$25.17	\$27.25	\$28.83	\$32.87	\$32.87	\$21.58	\$22.58	\$24.53	\$26.22	\$17.30	\$17.96	\$18.65	\$19.95	\$21.68	\$23.17	\$19.78	\$23.87	\$25.17	\$32.46		
Step 9	EE \$27.23	\$30.17	\$32.66	\$34.54	\$39.37	\$39.37	\$25.86	\$27.05	\$29.39	\$31.40	\$20.73	\$21.51	\$22.37	\$23.91	\$25.99	\$27.78	\$23.70	\$28.62	\$30.17	\$38.89		
	E \$22.91	\$25.40	\$27.47	\$29.06	\$33.13	\$33.13	\$21.74	\$22.77	\$24.73	\$26.44	\$17.44	\$18.10	\$18.81	\$20.12	\$21.85	\$23.36	\$19.94	\$24.06	\$25.40	\$32.73		
Step 10	EE \$27.44	\$30.43	\$32.91	\$34.83	\$39.69	\$39.69	\$26.06	\$27.26	\$29.63	\$31.67	\$20.89	\$21.69	\$22.56	\$24.11	\$26.19	\$27.99	\$23.89	\$28.84	\$30.43	\$39.21		
	E \$23.09	\$25.60	\$27.69	\$29.29	\$33.40	\$33.40	\$21.94	\$22.95	\$24.93	\$26.65	\$17.57	\$18.25	\$18.97	\$20.28	\$22.03	\$23.55	\$20.10	\$24.26	\$25.60	\$32.98		
Step 11	EE \$27.66	\$30.66	\$33.17	\$35.11	\$40.00	\$40.00	\$26.27	\$27.49	\$29.87	\$31.92	\$21.05	\$21.86	\$22.72	\$24.29	\$26.39	\$28.22	\$24.08	\$29.05	\$30.66	\$39.52		
	E \$23.27	\$25.81	\$27.91	\$29.54	\$33.66	\$33.66	\$22.11	\$23.12	\$25.13	\$26.85	\$17.72	\$18.40	\$19.11	\$20.45	\$22.23	\$23.75	\$20.25	\$24.45	\$25.81	\$33.24		
Step 16	EE \$29.07	\$32.20	\$34.83	\$36.85	\$42.00	\$42.00	\$27.58	\$28.86	\$31.35	\$33.51	\$22.09	\$22.97	\$23.85	\$25.51	\$27.72	\$29.62	\$25.29	\$30.53	\$32.20	\$41.49		
	E \$24.48	\$27.10	\$29.29	\$31.00	\$35.33	\$35.33	\$23.21	\$24.28	\$26.38	\$28.21	\$18.59	\$19.31	\$20.06	\$21.46	\$23.32	\$24.93	\$21.28	\$25.69	\$27.10	\$34.93		
Step 20	EE \$30.51	\$33.81	\$36.57	\$38.69	\$44.11	\$44.11	\$28.96	\$30.33	\$32.93	\$35.19	\$23.21	\$24.11	\$25.05	\$26.77	\$29.10	\$31.09	\$26.55	\$32.06	\$33.81	\$43.57		
	E \$25.67	\$28.44	\$30.77	\$32.56	\$37.12	\$37.12	\$24.36	\$25.50	\$27.71	\$29.61	\$19.51	\$20.27	\$21.08	\$22.54	\$24.49	\$26.19	\$22.33	\$26.96	\$28.44	\$36.66		

# DOUGLAS COUNTY SCHOOL DISTRICT

**2023-2024**

Reflects a 11% Salary Increase

Increase paid retroactively to July 01, 2023 for 260-Day Employees and August 01, 2023 for all other employees.  
Only retroactive for employees who are employed as of the date of approval by the Board of Trustees.

Step/Range	HI		VM		MEDIA TECHS		SPECIAL EDUCATION					SS		TA		WAREHOUSE		
	10-A	11-B	11-C	12-A	12-B	12-C	13-A	13-B	13-C	13-D	14-A	15-A	16-A	16-B	16-C			
Step 1	EE	\$26.77	\$25.17	\$28.79	\$23.23	\$24.39	\$26.41	\$15.63	\$17.97	\$18.73	\$19.48	\$20.22	\$23.23	\$19.37	\$20.22	\$21.32		
	E	\$22.54	\$21.18	\$24.22	\$19.56	\$20.54	\$22.22	\$13.14	\$15.12	\$15.76	\$16.39	\$17.02	\$19.56	\$16.31	\$17.02	\$17.95		
Step 2	EE	\$27.97	\$26.41	\$30.11	\$24.42	\$25.56	\$27.59	\$16.84	\$19.25	\$20.08	\$20.89	\$21.45	\$24.42	\$20.62	\$21.45	\$22.57		
	E	\$23.54	\$22.22	\$25.35	\$20.56	\$21.50	\$23.22	\$14.19	\$16.21	\$16.89	\$17.57	\$18.06	\$20.56	\$17.37	\$18.06	\$18.98		
Step 3	EE	\$29.18	\$27.59	\$31.34	\$25.62	\$26.80	\$28.79	\$18.04	\$20.56	\$21.42	\$22.29	\$22.61	\$25.62	\$21.78	\$22.61	\$23.77		
	E	\$24.55	\$23.22	\$26.37	\$21.55	\$22.56	\$24.22	\$15.17	\$17.30	\$18.04	\$18.75	\$19.03	\$21.55	\$18.33	\$19.03	\$20.00		
Step 4	EE	\$30.43	\$28.79	\$32.71	\$26.97	\$28.05	\$30.03	\$19.21	\$21.89	\$22.83	\$23.74	\$23.81	\$26.82	\$23.07	\$23.81	\$24.95		
	E	\$25.59	\$24.22	\$27.53	\$22.70	\$23.59	\$25.26	\$16.17	\$18.43	\$19.20	\$19.98	\$20.04	\$22.58	\$19.39	\$20.04	\$20.99		
Step 5	EE	\$31.58	\$30.03	\$33.92	\$28.24	\$29.20	\$31.19	\$20.52	\$23.18	\$24.15	\$25.14	\$25.03	\$28.11	\$24.23	\$25.03	\$26.16		
	E	\$26.58	\$25.26	\$28.53	\$23.75	\$24.56	\$26.24	\$17.28	\$19.49	\$20.32	\$21.15	\$21.05	\$23.63	\$20.39	\$21.05	\$22.03		
Step 6	EE	\$31.86	\$30.29	\$34.21	\$28.45	\$29.44	\$31.45	\$20.70	\$23.35	\$24.34	\$25.35	\$25.24	\$28.33	\$24.42	\$25.24	\$26.41		
	E	\$26.80	\$25.49	\$28.78	\$23.94	\$24.78	\$26.47	\$17.42	\$19.66	\$20.49	\$21.33	\$21.25	\$23.82	\$20.56	\$21.25	\$22.21		
Step 7	EE	\$32.12	\$30.54	\$34.50	\$28.70	\$29.68	\$31.71	\$20.87	\$23.55	\$24.55	\$25.55	\$25.45	\$28.55	\$24.64	\$25.45	\$26.61		
	E	\$27.03	\$25.70	\$29.02	\$24.15	\$24.98	\$26.68	\$17.56	\$19.81	\$20.67	\$21.50	\$21.41	\$24.01	\$20.75	\$21.41	\$22.40		
Step 8	EE	\$32.38	\$30.77	\$34.78	\$28.93	\$29.93	\$31.97	\$21.02	\$23.73	\$24.78	\$25.77	\$25.65	\$28.79	\$24.84	\$25.65	\$26.81		
	E	\$27.26	\$25.91	\$29.26	\$24.34	\$25.17	\$26.91	\$17.69	\$19.97	\$20.83	\$21.67	\$21.58	\$24.22	\$20.90	\$21.58	\$22.58		
Step 9	EE	\$32.66	\$31.04	\$35.08	\$29.17	\$30.17	\$32.23	\$21.20	\$23.91	\$24.96	\$25.97	\$25.86	\$29.02	\$25.04	\$25.86	\$27.05		
	E	\$27.48	\$26.11	\$29.50	\$24.54	\$25.40	\$27.13	\$17.85	\$20.12	\$21.00	\$21.86	\$21.74	\$24.41	\$21.08	\$21.74	\$22.77		
Step 10	EE	\$32.92	\$31.27	\$35.34	\$29.40	\$30.43	\$32.49	\$21.37	\$24.11	\$25.17	\$26.16	\$26.06	\$29.26	\$25.26	\$26.06	\$27.26		
	E	\$27.69	\$26.31	\$29.76	\$24.74	\$25.60	\$27.35	\$17.98	\$20.28	\$21.18	\$22.03	\$21.94	\$24.61	\$21.26	\$21.94	\$22.95		
Step 11	EE	\$33.18	\$31.54	\$35.65	\$29.64	\$30.66	\$32.76	\$21.53	\$24.29	\$25.37	\$26.40	\$26.27	\$29.49	\$25.46	\$26.27	\$27.49		
	E	\$27.92	\$26.54	\$30.00	\$24.94	\$25.81	\$27.57	\$18.13	\$20.45	\$21.35	\$22.21	\$22.11	\$24.81	\$21.41	\$22.11	\$23.12		
Step 16	EE	\$34.83	\$33.11	\$37.43	\$31.12	\$32.20	\$34.41	\$22.63	\$25.53	\$26.63	\$27.72	\$27.58	\$30.98	\$26.71	\$27.58	\$28.86		
	E	\$29.29	\$27.85	\$31.50	\$26.18	\$27.10	\$28.94	\$19.04	\$21.48	\$22.42	\$23.31	\$23.21	\$26.06	\$22.49	\$23.21	\$24.28		
Step 20	EE	\$36.56	\$34.75	\$39.26	\$32.69	\$33.81	\$36.12	\$23.74	\$26.78	\$27.96	\$29.08	\$28.96	\$32.51	\$28.07	\$28.96	\$30.33		
	E	\$30.76	\$29.25	\$33.03	\$27.51	\$28.44	\$30.40	\$19.98	\$22.56	\$23.53	\$24.48	\$24.36	\$27.36	\$23.61	\$24.36	\$25.50		

# DOUGLAS COUNTY SCHOOL DISTRICT

**2023-2024**

Reflects a 1.1% Salary Increase

1. Should an employee on Range 3A depart the Douglas County School District after June 14, 2016, the position will revert to the regular classified salary schedule as follows:  
Range 3-A (Range 5-E).
2. Any compensation increases/decreases and/or PERS contributions which impact the regular Classified Salary Schedule will have the same impact on Ranges 3-A.
3. Longevity Service Increment: Any Support Staff Employee in a contracted position covered by this Agreement who has completed a total of fifteen (15) or nineteen (19) continuous contracts of service with the District shall be eligible for longevity steps 15 or 19 depending upon one's number of years of service. Compensation for longevity steps 15 and 19 will be five percent (5%) over and above the employee's previous range and step placement.
4. 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.
5. 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.
6. Continuous service includes years worked in succession. When an employee terminates from the District, a break in continuous service occurs.
7. 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):
  - Employee/Employer Paid Retirement (EE). This option enables employees to receive a higher hourly wage, with 17.50% (50% of the total contribution rate) 1. deducted from the employee's gross wages for PERS.
  - Employer-Paid Retirement (E). This option results in lower hourly wages, with the District paying the cost of PERS (33.50%-100% of the total contribution rate.)
8. 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, a 1.125% salary reduction effective July 1, 2015, and a 0.625% salary reduction effective July 1, 2019. 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.

\*Effective: 07-01-2023

Approved: 11-14-2023

\*Increase paid retroactively to 7-01-23 for 260-Day Employees and 08-01-23 for all other employees employed as of the date of approval by the Board of Trustees.