

DOUGLAS COUNTY SCHOOL DISTRICT

CLASSIFIED SUPERVISORS + PROFESSIONAL EMPLOYEES SALARY SCHEDULE

2023-24

Reflects 11% Salary Increase

12-Month Employees

Step	Range B		Range C		Range D		Range E		Range F	
	Foreman Vehicle Maintenance Coordinator Transportation 260 Day Contract 13 Paid Holidays		Supervisor Facilities 260 Day Contract 13 Paid Holidays		Director Facilities Transportation Marketing School Nutrition Assistant Director IT 260 Day Contract 13 Paid Holidays		Director Information Technology 260 Day Contract 13 Paid Holidays		Director Business Services 260 Day Contract 13 Paid Holidays	
	EE	E	EE	E	EE	E	EE	E	EE	E
1	\$62,414	\$52,546	\$64,881	\$54,624	\$76,679	\$64,555	\$96,325	\$81,097	\$84,501	\$71,142
2	\$66,116	\$55,662	\$68,440	\$57,621	\$80,887	\$68,099	\$101,136	\$85,145	\$88,728	\$74,699
3	\$69,733	\$58,703	\$71,872	\$60,509	\$84,944	\$71,511	\$106,194	\$89,404	\$93,161	\$78,436
4	\$73,393	\$61,784	\$75,471	\$63,539	\$89,196	\$75,092	\$111,501	\$93,873	\$97,822	\$82,356
5	\$77,048	\$64,873	\$79,007	\$66,518	\$93,378	\$78,616	\$117,079	\$98,568	\$102,711	\$86,475
6	\$77,690	\$65,413	\$79,666	\$67,073	\$94,157	\$79,271	\$118,055	\$99,389	\$103,567	\$87,195
7	\$77,332	\$65,953	\$80,325	\$67,628	\$94,936	\$79,926	\$119,031	\$100,210	\$104,423	\$87,915
8	\$78,974	\$66,493	\$80,984	\$68,183	\$95,715	\$80,581	\$120,007	\$101,031	\$105,279	\$88,635
9	\$79,616	\$67,033	\$81,643	\$68,738	\$96,494	\$81,236	\$120,983	\$101,852	\$106,135	\$89,355
10	\$80,258	\$67,573	\$82,302	\$69,293	\$97,273	\$81,891	\$121,959	\$102,673	\$106,991	\$90,075
11	\$80,901	\$68,111	\$82,960	\$69,846	\$98,049	\$82,544	\$122,933	\$103,496	\$107,849	\$90,797
12	\$81,711	\$68,792	\$83,789	\$70,544	\$99,029	\$83,369	\$124,162	\$104,531	\$108,927	\$91,705
13	\$82,520	\$69,472	\$84,619	\$71,242	\$100,009	\$84,195	\$125,392	\$105,566	\$110,005	\$92,613
14	\$83,329	\$70,153	\$85,449	\$71,940	\$100,989	\$85,020	\$126,621	\$106,601	\$111,083	\$93,521
15	\$84,139	\$70,834	\$86,278	\$72,638	\$101,970	\$85,846	\$127,851	\$107,636	\$112,161	\$94,429
16	\$84,948	\$71,515	\$87,108	\$73,335	\$102,950	\$86,671	\$129,080	\$108,671	\$113,239	\$95,337
17	\$85,797	\$72,230	\$87,979	\$74,069	\$103,979	\$87,538	\$130,370	\$109,758	\$114,372	\$96,290
18	\$86,647	\$72,946	\$88,850	\$74,802	\$105,009	\$88,405	\$131,661	\$110,845	\$115,504	\$97,244
19	\$87,496	\$73,661	\$89,721	\$75,536	\$106,039	\$89,272	\$132,951	\$111,932	\$116,637	\$98,197
20	\$88,345	\$74,376	\$90,593	\$76,269	\$107,068	\$90,139	\$134,242	\$113,019	\$117,769	\$99,151
21	\$89,195	\$75,092	\$91,464	\$77,003	\$108,098	\$91,006	\$135,532	\$114,106	\$118,901	\$100,104

Effective: 11-14-23 to Present
 Paid Retroactively to 07-01-23 (July-June) & 08-01-2023 (August-July) Upon Ratification of the Board

Non-12-Month Employees

Step	BCBA – OT - PT 186 Days + 7 Paid Holidays		Chief Health Nurse 200 Days + 7 Paid Holidays		Coordinator School Nutrition 220 Days + 7 Paid Holidays		Psychologist Intern 185 Days	
	EE	E	EE	E	EE	E	EE	E
1	\$84,691	\$71,274	\$76,690	\$64,565	\$52,370	\$44,093	---	\$47,923
2	\$88,921	\$74,838	\$80,520	\$67,788	\$55,477	\$46,707	---	---
3	\$93,035	\$78,579	\$84,546	\$71,178	\$58,512	\$49,258	---	---
4	\$98,036	\$82,507	\$88,772	\$74,737	\$61,580	\$51,845	---	---
5	\$102,937	\$86,633	\$93,213	\$78,475	\$64,651	\$54,429	---	---
6	\$103,795	\$87,355	\$93,990	\$79,129	\$65,190	\$54,883	---	---
7	\$104,653	\$88,077	\$94,767	\$79,783	\$65,729	\$55,337	---	---
8	\$105,511	\$88,799	\$95,544	\$80,437	\$66,268	\$55,791	---	---
9	\$106,369	\$89,521	\$96,321	\$81,091	\$66,807	\$56,245	---	---
10	\$107,227	\$90,243	\$97,098	\$81,745	\$67,346	\$56,699	---	---
11	\$108,084	\$90,963	\$97,873	\$82,401	\$67,884	\$57,152	---	---
12	\$109,165	\$91,873	\$98,852	\$83,224	\$68,563	\$57,723	---	---
13	\$110,245	\$92,783	\$99,831	\$84,048	\$69,242	\$58,295	---	---
14	\$111,326	\$93,693	\$100,810	\$84,871	\$69,921	\$58,866	---	---
15	\$112,417	\$94,602	\$101,789	\$85,694	\$70,600	\$59,437	---	---
16	\$113,487	\$95,512	\$102,768	\$86,518	\$71,279	\$60,009	---	---
17	\$114,623	\$96,467	\$103,795	\$87,383	\$71,992	\$60,609	---	---
18	\$115,758	\$97,423	\$104,823	\$88,249	\$72,704	\$61,209	---	---
19	\$116,893	\$98,378	\$105,850	\$89,115	\$73,417	\$61,810	---	---
20	\$118,029	\$99,333	\$106,878	\$89,980	\$74,130	\$62,410	---	---
21	\$119,164	\$100,289	\$107,905	\$90,846	\$74,843	\$63,010	---	---

Longevity Service Increment: Any Classified Supervisor of Professional 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.

Salary Schedule Steps 6-21: During the 2023 Meet and Confer process, salary schedule steps 6-21 were added to replace the five (5) percent longevity salary increases previously awarded after ten (10), fifteen (15), and twenty (20) contract years of supervisory, management or professional service within the Douglas County School District. Steps 6-21 are smaller incremental steps than Steps 1-5, as they are intended to spread the previous five (5) percent longevity salary increase over a period of time. For example, the employee will receive an approximate five (5) percent salary increase between steps 6-11, steps 12-16, and steps 17-21.

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Retirement: 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, and a 0% salary reduction in lieu of a 1.875% salary increase effective July 1, 2023. 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.

Education Honorarium: An honorarium in the amount of \$1000 will be added each year to the salary of any professional employee who has earned either a Ph.D. or an Ed.D. An honorarium in the amount of \$500 will be added each year to the salary of any Classified Supervisor and Management employee who has earned a Bachelor's Degree. An honorarium in the amount of \$750 will be added each year to the salary of any Classified Supervisor and Management employee who has earned a Master's Degree. All honorariums will be awarded in the contract year following conferral.

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