

Douglas County School District

Confidential Employee Salary Schedule

2024-2025

260 Day Contract

Reflects a 4% salary increase per DCSD salary and additional 4.6% increase per SB231

Range	D				E			
	EE	EE + SB231	E	E + SB231	EE	EE + SB231	E	E + SB231
1	\$26.41	\$27.62	\$22.00	\$23.01	\$30.82	\$32.24	\$26.03	\$27.23
2	\$27.71	\$28.98	\$28.00	\$29.29	\$32.35	\$33.84	\$27.30	\$28.56
3	\$29.10	\$30.44	\$23.40	\$24.48	\$33.99	\$35.55	\$28.67	\$29.99
4	\$30.56	\$31.97	\$24.56	\$25.69	\$35.68	\$37.32	\$30.12	\$31.51
5	\$32.07	\$33.55	\$25.79	\$26.98	\$37.46	\$39.18	\$31.63	\$33.08
6	\$32.07	\$33.55	\$27.07	\$28.32	\$37.46	\$39.18	\$31.63	\$33.08
7	\$32.07	\$33.55	\$27.07	\$28.32	\$37.46	\$39.18	\$31.63	\$33.08
8	\$32.07	\$33.55	\$27.07	\$28.32	\$37.46	\$39.18	\$31.63	\$33.08
9	\$32.07	\$33.55	\$27.07	\$28.32	\$37.46	\$39.18	\$31.63	\$33.08
10	\$32.07	\$33.55	\$27.07	\$28.32	\$37.46	\$39.18	\$31.63	\$33.08
11	\$33.68	\$35.23	\$28.44	\$29.75	\$39.34	\$41.15	\$33.20	\$34.73
12	\$34.02	\$35.58	\$28.72	\$30.04	\$39.74	\$41.57	\$33.53	\$35.07
13	\$34.36	\$35.94	\$29.00	\$30.33	\$40.13	\$41.98	\$33.86	\$35.42
14	\$34.70	\$36.30	\$29.28	\$30.63	\$40.52	\$42.38	\$34.19	\$35.76
15	\$35.05	\$36.66	\$29.56	\$30.92	\$40.92	\$42.80	\$34.52	\$36.11
16	\$35.39	\$37.02	\$29.84	\$31.21	\$41.31	\$43.21	\$34.85	\$36.45
17	\$35.83	\$37.48	\$30.21	\$31.60	\$41.82	\$43.74	\$35.29	\$36.91
18	\$36.28	\$37.95	\$30.59	\$32.00	\$42.34	\$44.29	\$35.73	\$37.37
19	\$36.72	\$38.41	\$30.97	\$32.39	\$42.85	\$44.82	\$36.17	\$37.83
20	\$37.16	\$38.87	\$31.35	\$32.79	\$43.37	\$45.37	\$36.61	\$38.29

Longevity Service Increment: 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.

Salary Schedule Steps: During the 2023 Meet and Confer process, salary schedule steps 6-10, 12-15, and 17-19 were added to replace the five (5) percent longevity salary increases previously awarded after ten (10), fifteen (15), and nineteen (19) contract years of 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 17-20.

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 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) (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.

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

- Range D – Administrative Secretary – Human Resources (2 Positions)
- Range D – Benefits & Risk Management Secretary – Human Resources (1 Position)
- Range E – Executive Secretary to the Superintendent & Board of Trustees (1 Position)

Education Honorarium: An honorarium in the amount of \$500 will be added each year to the salary of any Confidential 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 Confidential Employee who has earned a Master's Degree. All honorariums will be awarded in the contract year following conferral.