Code: GBA4-AR
Adopted: May 7, 2019
Revised: March 3, 2020
Revised: April 22, 2025

GBA4. Salaries/Compensation-AR

1. Hiring Rate of Pay

   The normal hiring rate is the first step of the pay range for the position's classification. The hiring rate for teachers and administrators are based upon Nevada Revised Statutes.

2. Job Offers

   Offers for employment and commitments for salary on hire are made in the job offer letter pending verification. All job offers require prior approval of the Superintendent/designee.

3. New Teacher Incentive Program

   In order to recruit qualified certified personnel, an incentive program has been implemented. Teachers who do not live in the immediate community for which they are hired will receive an $2,000.00 relocation stipend. The $2,000.00 will be paid to the employee once they have moved to Mineral County, provide receipts indicating they are residents and have completed all new hire paperwork.

Certified teachers hired under the following conditions will receive a new teacher hiring incentive of $5,000.

a) Teachers new to the field of education (i.e., recent college graduates or newly hired fully certified as ARL teachers or fully certified teachers)

b) Teachers who have been hired and are new to Mineral County.

c) Teachers who have been out of the field of teaching for 3 years or longer and are newly returning to the field of education.

The new teacher incentive will be paid as described below.

A) In year 1 of their employment with Mineral County School District, the teacher will receive their first payment of $1,000 -at the time an applicant signs their Letter of Intent
B) The second payment of $1,500 will occur at the first pay period of June of their first year.
C) In Year 2 the teacher will receive their payment of $2,500 which will occur at the first pay period of June.

New teacher incentives are pro-rated to reflect full semesters worked.

Teachers who leave prior to the end of the school year will forfeit any remaining incentive payments.

4 Early Notification Incentive

An Early Notification Incentive of $1000.00 will be offered to any licensed employee who is not returning for the next school year, if they notify their building site administrator and MCSD Human Resources Department by February 1st.

5 Payroll Distribution

Employees will be paid on the 10th and 25th day of each month. When payday falls during a holiday or weekend, payday will be the last working day preceding the holiday or weekend.

6 Salaries/Compensation

The Board of Trustees shall determine salaries and related benefits for all personnel not covered by a negotiated agreement.

7 Non-Discrimination

NRS 613.330 states it is unlawful to discriminate against an employee for inquiring about, discussing, or voluntarily disclosing information about wages. This does not apply to any employee who has access to or information about the watches. This does not apply to any employee who has access to or information about the wages of other employees as part of their essential job functions and discloses that information to a person who does not have access to that information unless the disclosure is ordered by the Labor Commissioner or court.