



Allocations and Schedules

In this sub-section, the District employs budgeting methods based on formulated allocations and bargaining contracts. Those formulated allocations and salary information are presented in this section in coordination with District policy.

| | |
|---|-----|
| Explanation of Budget Allocations | 165 |
| Full-Time Equivalents Calculation | 165 |
| Annual Teacher Salary Schedule | 166 |
| Teacher Duty Days | 167 |
| Budget Formulas for Allocating Licensed School Personnel | 171 |
| Secondary Magnet School Formulas Enhancements | 172 |
| Administrative Titles and Salary Ranges | 173 |
| Administrative Salary Schedule Base - Monthly Salaries | 176 |
| Professional Technical Salary Schedule Base - Monthly Salaries | 176 |
| Support Personnel Titles and Salary Pay Grades | 177 |
| Support Staff Personnel Pay Grades and Hourly Rates | 183 |
| Budget Formulas for Allocating Support Staff Personnel | 184 |
| Fringe Benefit Rates | 188 |
| Budget Formulas for Allocating School Supplies and Equipment | 189 |
| Impact of New Schools on the General Operating Fund | 191 |



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Informational Section

Explanation of Budget Allocations

The Regulation 3130, Budget Administration, adopted by the Board on June 28, 2001, specifies that:

“Procedures should be developed to ensure that the General Fund resources of the Clark County School District are used to support a basic instructional program consistent with the Global Ends of the Board of School Trustees and to ensure that budget accounts will be properly managed.”

In order to implement this statement, formulas for the allocation of personnel and supplies are used. These formulas cover the major items of salaries and supplies. Positions not covered by formulas are specifically authorized by Board action on the budget.

The District recognizes four employee bargaining groups and determines full-time equivalent positions in respect to correlating employee group contracts. The licensed employee contract specifies a non-conventional full-time equivalent position displayed below:

Nine, ten, and eleven-month support staff employees are reflected as a percentage of full FTEs. The following table can be used to determine full-time equivalents:

Full-Time Equivalents Calculation - Licensed Fiscal Year 2015-16

| Hours Per Day | Employment Days 184 Days |
|---------------|-----------------------------|
| 3.59 | 0.50 |
| 7.18 | 1.00 |

Full-Time Equivalents Calculation - Non-Licensed Fiscal Year 2015-16

| Hours Per Day | Employment Months | | | |
|---------------|-------------------|------|--------|--------|
| | Nine | Ten | Eleven | Twelve |
| 1.0 | 0.09 | 0.11 | 0.11 | 0.13 |
| 1.5 | 0.14 | 0.16 | 0.17 | 0.19 |
| 2.0 | 0.19 | 0.21 | 0.23 | 0.25 |
| 2.5 | 0.23 | 0.26 | 0.29 | 0.31 |
| 3.0 | 0.28 | 0.32 | 0.34 | 0.38 |
| 3.5 | 0.33 | 0.37 | 0.40 | 0.44 |
| 4.0 | 0.37 | 0.42 | 0.46 | 0.50 |
| 4.5 | 0.42 | 0.47 | 0.52 | 0.56 |
| 5.0 | 0.46 | 0.53 | 0.57 | 0.63 |
| 5.5 | 0.51 | 0.58 | 0.63 | 0.69 |
| 6.0 | 0.56 | 0.63 | 0.69 | 0.75 |
| 6.5 | 0.60 | 0.68 | 0.75 | 0.81 |
| 7.0 | 0.65 | 0.74 | 0.80 | 0.88 |
| 7.5 | 0.70 | 0.79 | 0.86 | 0.94 |
| 8.0 | 0.74 | 0.84 | 0.92 | 1.00 |

Professional Compensation

- Only advanced degrees awarded by an accredited institution recognized by the Commission on Professional Standards in Education in a field pertinent to the position and valid in their entirety for Nevada certification for level and subject taught will be recognized for advancement on the salary schedule.
- The basis of the professional schedule is the Bachelor's degree or its recognized equivalent. Only units secured after the requirements for the degree have been completed for the degree, except in fields certified in writing by the Human Resources Division of critical need in upper division or graduate courses recognized by the Commission on Professional Standards in Education, will be recognized for placement in Classes B, C, D, E, F, and G. Increment growth units are granted for approved in-service courses or workshops approved by the Division to upgrade or improve the educational program.
- Teachers hired to teach the 2015-16 school year shall receive a maximum of nine years qualifying experience (Step 10) and be placed in the appropriate class column. This provision shall not apply at the option of the District to teachers hired to provide service in the areas of bilingual education and the specialty licensed areas of special education, specifically excluding resource room and GATE.

CCSD Benchmark Fiscal Year 2015-16

| Description | FY15 | FY16 ² |
|---------------------------------|---------|-------------------|
| Per Pupil Expenditures | \$8,119 | \$7,601 |
| Student-Teacher Ratio | 18.6 | 17.8 |
| Average Class Size ¹ | 22 | 23 |

¹Average Class Size for elementary
²Projected



Annual Teacher Salary Schedule

Fiscal Year 2015-16

| | Class A B.A. | Class B B.A.+16 | Class C B.A.+32 | Class D M.A. | Class E M.A.+16 | Class F M.A.+32 | Class G PH D | Class H ASC | Class I ASC + PH D |
|----|-----------------|--------------------|--------------------|-----------------|--------------------|--------------------|-----------------|----------------|-----------------------|
| 1 | \$34,637 | \$36,495 | \$38,357 | \$40,221 | \$42,087 | \$44,447 | \$45,947 | \$47,589 | \$49,089 |
| 2 | 36,085 | 37,942 | 39,809 | 41,669 | 43,541 | 46,145 | 47,645 | 49,286 | 50,786 |
| 3 | 37,531 | 39,398 | 41,256 | 43,122 | 44,985 | 47,844 | 49,344 | 50,984 | 52,484 |
| 4 | 38,985 | 40,845 | 42,705 | 44,569 | 46,429 | 49,536 | 51,036 | 52,677 | 54,177 |
| 5 | 40,427 | 42,291 | 44,155 | 46,019 | 47,880 | 51,236 | 52,736 | 54,377 | 55,877 |
| 6 | 41,236 | 43,745 | 45,615 | 47,466 | 49,330 | 52,934 | 54,434 | 56,074 | 57,574 |
| 7 | | 44,620 | 47,054 | 48,917 | 50,779 | 54,631 | 56,131 | 57,773 | 59,273 |
| 8 | | | 48,501 | 50,364 | 52,227 | 56,328 | 57,828 | 59,471 | 60,971 |
| 9 | | | 49,952 | 51,819 | 53,675 | 58,024 | 59,524 | 61,166 | 62,666 |
| 10 | | | 51,401 | 53,269 | 55,123 | 59,829 | 61,329 | 62,970 | 64,470 |
| 11 | | | | | | 61,417 | 62,917 | 64,558 | 66,058 |
| 12 | | | | | | 63,463 | 64,963 | 66,606 | 68,106 |
| 13 | | | | | | 64,734 | 66,234 | 67,875 | 69,375 |
| 14 | | | | | | 66,029 | 67,529 | 69,171 | 70,671 |
| 15 | | | | | | 67,689 | 69,189 | 70,831 | 72,331 |

Definition Of Classes:

Licensed employees completing the following years of district service will be eligible for longevity compensation for which PERS contributions will be made:

| | |
|----------------|--|
| Class A | Bachelor's degree and valid Nevada certification for the level or subject taught. |
| Class B | Bachelor's degree plus 16 increment growth units and valid Nevada certification for the level or subject taught. Units must be taken after receipt of bachelor's degree. |
| Class C | Bachelor's degree plus 32 increment growth units and valid Nevada certification for the level or subject taught. |
| Class D | Master's degree from an accredited institution in a field pertinent to position and valid Nevada certification for level or subject taught. |
| Class E | Master's degree plus 16 increment growth units and valid Nevada certification for level or subject taught, or completion of one Advanced Studies Certification 18-hour program. Units must be taken after receipt of master's degree. |
| Class F | Master's degree plus 32 increment growth units and valid Nevada certification for level or subject taught, or completion of two Advanced Studies Certification 18-hour programs. Units must be taken after receipt of master's degree. |
| Class G | Doctorate degree from an accredited institution in a field pertinent to position and valid Nevada certification for level or subject taught. |
| Class H | Advance Studies Certification (Advancement to Column H is not approved). |
| Class I | Advance Studies Certification plus Doctorate Degree (Advancement to Column I is not approved). |



Licensed employees completing the following years of District service will be eligible for longevity compensation for which PERS contributions will be made:

| District Service | Amount |
|------------------|--------|
| 10-15 | \$ 750 |
| 16-20 | 1,000 |
| 21-25 | 1,500 |
| 26+ | 2,000 |

Teacher Duty Days

Teacher Work Year

The work year of the employees covered by the classroom teacher salary schedule (other than new personnel who may be required to attend five additional orientation days) shall consist of not more than 184 school days and shall be distributed according to the calendar determined and officially adopted by the Board.

| A. Senior High School - Extended Day Pay | Percent of Class A, Step 1, Base Salary | Yearly Rates | Number of Positions Authorized for Schools |
|--|---|--------------|--|
| Head Football (M) | .093 | \$3,221 | 1 |
| Head Basketball (M) | .093 | 3,221 | 1 |
| Head Baseball (M) | .079 | 2,736 | 1 |
| Head Track (M) | .084 | 2,909 | 1 |
| Head Wrestling (M) | .084 | 2,909 | 1 |
| Head Soccer (M) | .079 | 2,736 | 1 |
| Head Tennis (M) | .054 | 1,870 | 1 |
| Head Golf (M) | .056 | 1,940 | 1 |
| Head Cross Country (M) | .068 | 2,355 | 1 |
| Head Swimming (M) | .063 | 2,182 | 1 |
| Head Volleyball (M) | .075 | 2,598 | 1 |
| Assistant Football (M) | .070 | 2,425 | AAAA-6, AAA-5, AA-4, A-4 |
| Assistant Basketball (M) | .070 | 2,425 | 2 |
| Assistant Baseball (M) | .061 | 2,113 | 2 |
| Assistant Track (M) | .063 | 2,182 | AAAA-2, AAA-2, AA-1, A-1 |
| Assistant Wrestling (M) | .063 | 2,182 | AAAA-2, AAA-2, AA-1, A-1 |
| Assistant Soccer (M) | .059 | 2,044 | 1 |
| Assistant Volleyball (M) | .061 | 2,113 | 1 |
| 9th Grade Basketball (M) | .043 | 1,489 | 1 |
| 9th Grade Volleyball (M) | .038 | 1,316 | 1 |
| 9th Grade Basketball (W) | .043 | 1,489 | 1 |
| 9th Grade Volleyball (W) | .038 | 1,316 | 1 |
| Head Bowling (M & W) | .065 | 2,251 | 1 |
| Head Basketball (W) | .093 | 3,221 | 1 |
| Head Volleyball (W) | .075 | 2,598 | 1 |
| Head Softball (W) | .079 | 2,736 | 1 |
| Head Track (W) | .084 | 2,909 | 1 |
| Head Soccer (W) | .079 | 2,736 | 1 |
| Head Tennis (W) | .054 | 1,870 | 1 |
| Head Golf (W) | .056 | 1,940 | 1 |
| Head Cross Country (W) | .068 | 2,355 | 1 |
| Head Swimming (W) | .063 | 2,182 | 1 |
| Assistant Basketball (W) | .070 | 2,425 | 2 |
| Assistant Volleyball (W) | .061 | 2,113 | 2 |
| Assistant Softball (W) | .061 | 2,113 | 2 |
| Assistant Track (W) | .063 | 2,182 | AAAA-2, AAA-2, AA-1, A-1 |
| Assistant Soccer | .059 | 2,044 | 1 |
| Band ¹ (Over 500) | .097 | 3,360 | 1 |
| Band ¹ (Under 500) | .082 | 2,840 | 1 |
| Chorus ¹ | .063 | 2,182 | 1 |
| Mariachi/Guitar ¹ (Over 500) | .043 | 1,489 | 1 |
| Mariachi/Guitar ¹ (Under 500) | .040 | 1,385 | 1 |
| Yearbook ¹ | .075 | 2,598 | 1 |
| Drama/Theatre ¹ | .080 | 2,771 | 1 |
| Newspaper ¹ | .056 | 1,940 | 1 |
| Pep Club ¹ | .032 | 1,108 | 1 |
| Cheerleader ¹ | .058 | 2,009 | 1 |
| JV/9th Grade Cheerleader ¹ | .043 | 1,489 | 1 |

Hours of Work

Employees on the teachers' salary schedule shall be required to work at the school premises a regular workday of seven hours and eleven minutes, including the 30-minute duty-free lunch period that is provided.

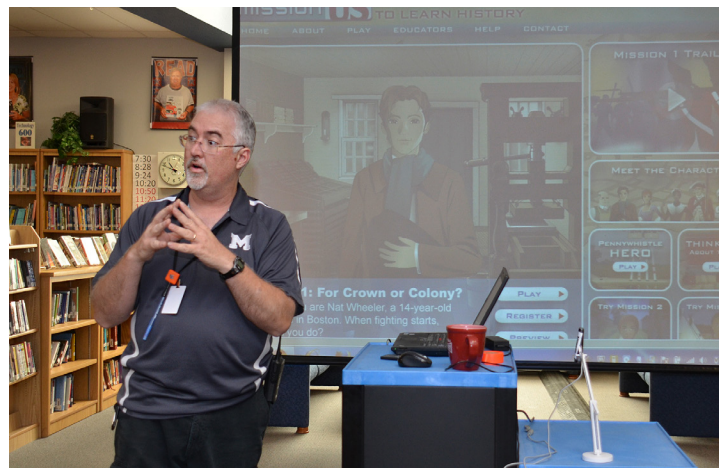
In addition to their regular teaching contract, teachers have the opportunity to earn extra compensation in the following areas:

| A. Senior High School - Extended Day Pay - Continued | Percent of Class A, Step 1, Base Salary | Yearly Rates | Number of Positions Authorized for Schools |
|--|---|--------------|--|
| Forensics/Speech Club ¹ | .057 | \$1,974 | 1 |
| Dance/Drill Team ¹ | .047 | 1,628 | 1 |
| Student Council ¹ | .080 | 2,771 | 1 |
| Key Club ¹ | .030 | 1,039 | 1 |
| Human Relations ¹ | .030 | 1,039 | 1 |
| Varsity Quiz ¹ | .043 | 1,489 | 1 |
| Athletic Director ¹ | .104 | 3,602 | 1 |
| Orchestra ¹ | .060 | 2,078 | 1 |
| Chess Club ¹ | .043 | 1,489 | 1 |
| FBLA ¹ | .043 | 1,489 | 1 |
| Science Bowl ¹ | .028 | 970 | 1 |
| Honor Society ¹ | .030 | 1,039 | 1 |
| ROTC ¹ | .061 | 2,113 | 2 |
| DECCA ¹ | .043 | 1,489 | 1 |
| VICA/Skills of America ¹ | .043 | 1,489 | 1 |
| FCCLA ¹ | .043 | 1,489 | 1 |
| HOSA | .043 | 1,489 | 1 |

⁽¹⁾ Does not qualify for years of experience

The year of experience stipend for athletics shall be based on the Index, Class A, Step 1 Base Salary as follows:

| Teaching Experience | Percent of Class A Step 1 - Base Salary | Yearly Rates |
|---------------------|---|--------------|
| 1-3 | .0039 | \$135 |
| 4-6 | .0078 | 271 |
| 7-9 | .0117 | 406 |
| 10-12 | .0156 | 541 |
| 13 or Over | .0195 | 676 |



D. Extra Pay for Licensed Personnel in Special Categories:

1. Secondary Counselors

Each full-time counselor shall be assigned nine additional days of service at the employee's daily rate of pay. PERS and other legally required contributions shall be made for these days from the negotiated salary package.

2. Librarians

Librarians shall be assigned additional days of service to be paid at the employee's daily rate of pay according to the following formula:

| Projected Enrollment | Additional Days Allotted |
|----------------------|--------------------------|
| Under 500 | 3.5 |
| 500 - 999 | 7.0 |
| 1,000 - 1,499 | 10.5 |
| 1,500 and over | 14.0 |

The additional days may be broken down in additional hours upon agreement between the librarian and the principal according to the following schedule:

| |
|--|
| 3.5 days or 24.5 hours at hourly rate |
| 7.0 days or 49.0 hours at hourly rate |
| 10.5 days or 73.5 hours at hourly rate |
| 14.0 days or 98.0 hours at hourly rate |

PERS and other legally required contributions shall be made for these days.

3. Occupational Teachers

Teachers who are full-time teachers of occupational subjects, and who hold occupational licensure with an endorsement in business and industry, and meet the following requirements in the area taught, shall receive \$682 in addition to their base contract salary. A trade and technical work experience background, which includes three years of continuous paid experience at the journeyman level in addition to three to five years at the apprentice learning level. This provision applies only to teachers employed as vocational teachers prior to the 1977-78 school year.

4. Teachers Requiring Special Licensing (Psychologist, Speech Therapists, Special Ed. Teachers, and Nurses)

Teachers assigned to these specialist areas who hold proper licensing shall receive \$220 in addition to their base contract salary. This provision shall apply only to teachers employed in these positions prior to the 1977-78 school year.

| B. Middle School - Extended Day Pay | Percent of Class A, Step 1, Base Salary | Yearly Rates | Number of Positions Authorized for Schools |
|-------------------------------------|---|--------------|--|
| 7th/8th Grade Basketball (M) | .042 | \$1,455 | 1 |
| 7th/8th Grade Softball (M) | .039 | 1,351 | 1 |
| 7th/8th Grade Tennis (M & W) | .027 | 935 | 1 |
| 7th/8th Grade Track (M) | .033 | 1,143 | 1 |
| 7th/8th Grade Basketball (W) | .042 | 1,455 | 1 |
| 7th/8th Grade Volleyball (W) | .038 | 1,316 | 1 |
| 7th/8th Grade Track (W) | .033 | 1,143 | 1 |
| 7th/8th Grade Softball (W) | .039 | 1,353 | 1 |
| Band ¹ | .063 | 2,182 | 1 |
| Chorus ¹ | .042 | 1,455 | 1 |
| Newspaper ¹ | .038 | 1,316 | 1 |
| Human Relations ¹ | .028 | 970 | 1 |
| Forensics ¹ | .028 | 970 | 1 |
| Yearbook ¹ | .028 | 970 | 1 |
| Orchestra ¹ | .040 | 1,385 | 1 |
| Cheerleader ¹ | .028 | 970 | 1 |
| Drama ¹ | .028 | 970 | 1 |
| Dance/Drill Team ¹ | .028 | 970 | 1 |
| Chess Club ¹ | .028 | 970 | 1 |
| Honor Society ¹ | .028 | 970 | 1 |
| FBLA ¹ | .028 | 970 | 1 |
| Student Council ¹ | .038 | 1,316 | 1 |
| Mariachi/Guitar ¹ | .040 | 1,385 | 1 |
| JV Quiz ¹ | .028 | 970 | 1 |

⁽¹⁾ Does not qualify for years of experience

Schools may utilize two volunteer coaches per team per season. The following positions are in addition to any volunteer coaches: statisticians, video personnel, student teachers, and athletic trainers.

C. Payment for Directing Intramural Programs

1. Determination of Intramural Allotment to Schools

The amount of funds available to secondary schools for extended day pay to direct intramural programs shall be based on projected student enrollment at the rate of 92¢ per student. Allotments will be based on the actual October 1st enrollment. No secondary school shall receive less than \$495.

2. Determination of Payment to Individual Teachers

Extended day pay for directing intramural activities will be based on the number of days per week an activity is supervised throughout the school year according to the following guidelines:

| Number of Days Per Week Directing Activity | Number of Weeks | Total Amount |
|--|-----------------|--------------|
| 1 | 36 | \$ 275 |
| 2 | 36 | 549 |
| 3 | 36 | 825 |
| 4 | 36 | 1,099 |
| 5 | 36 | 1,374 |

5. Teachers Assigned to Remote Areas

Teachers assigned to schools in remote or isolated areas shall receive an incentive allotment of \$2,000 in addition to their base contract salary. Following are the areas of the County applicable to remote pay:

| | | |
|--------------------------|-------------------------------------|-----------------|
| Blue Diamond | Southern Desert Correctional Center | Sandy Valley |
| Goodsprings | Laughlin | Searchlight |
| High Desert State Prison | Moapa Valley | Spring Mountain |
| Indian Springs | Mt. Charleston | Virgin Valley |

Effective with the 1992-93 school year, teachers at Blue Diamond will no longer receive remote pay. Those teachers at Blue Diamond prior to the 1992-93 school year shall continue to receive remote pay as long as they are employed at Blue Diamond.

6. Responsible Teachers

A small school with a staff of one to four teachers shall have one teacher designated as the responsible teacher. Responsible teachers shall receive additional pay added to their base contract salary according to the following formula added to their base contract:

| Number of Teachers | Additional Pay as a Fraction of Teacher's Contract Salary |
|--------------------|---|
| 1 | 1/25 |
| 2 | 1/20 |
| 3 | 1/15 |
| 4 | 1/10 |

7. School Bankers

Teachers assigned as school bankers to provide banking and accounting services at athletic events at senior high schools shall be compensated at the rate of \$10 per hour. The maximum number of assigned hours per event shall be based on student enrollment as indicated below:

| Student Enrollment | Hours Allocated |
|--------------------|-----------------|
| 1,200 or more | 4 hours |
| 1,199 – 600 | 3 hours |
| 599 and below | 2 hours |

8. Speech Therapists, Nurses, and Psychologists

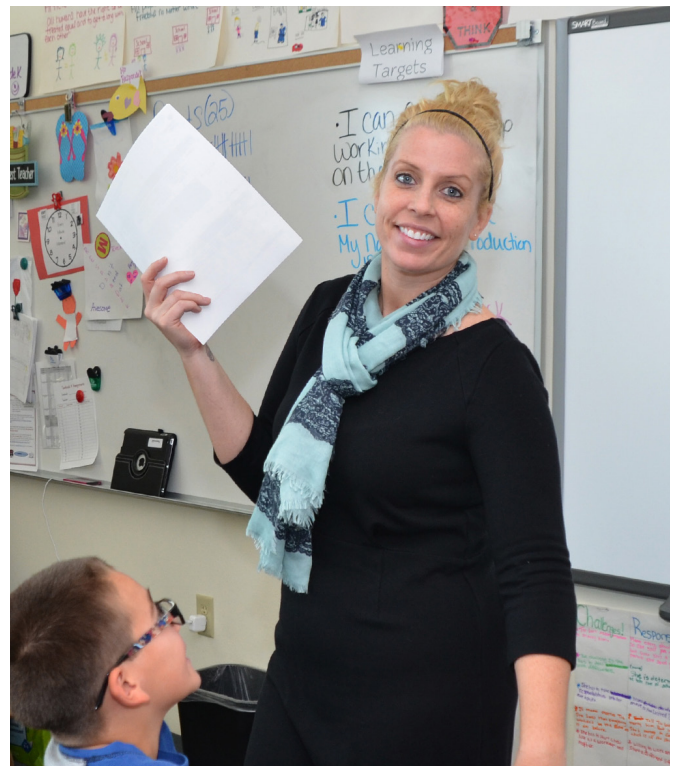
Teachers in these specialist areas assigned to year-round schools shall be given one year at a time extended contracts with PERS paid.

E. Extra Pay for Instructional Services

| Activity | Hourly Rate |
|---|--------------------|
| 1. Continuing Education Instruction | \$22 |
| 2. In-Service Training Instruction | 22 |
| 3. Summer School | 22 |
| 4. Graduate Incentive Program | 22 |
| 5. Other Approved Instructional Services: | |
| a. Homebound Extended Day Teachers | 22 |
| b. Itinerant Teachers | 22 |
| c. Committees, Task Forces, PDE Instructors | 22 |
| d. Approved Instructional Services (not listed) | 22 |
| 6. Extra Duty Teaching Assignments: | |
| a. Early Bird/Late Bird | Teacher's Contract |
| b. "Behavior School" Instruction | Hourly Rate of Pay |
| c. "Sunset High School" Instruction | |
| d. Juvenile Court School Programs | |
| e. Purchased Preparation Period | |
| f. Extended School Year, Summer | |

F. Extra Pay for Ticket Takers and Sellers

Varsity Athletic Contests \$10 per hour



G. Funds for Additional Extended Day Student Activities

| Name of School | Amount | Name of School | Amount |
|--|---------|---|------------------|
| Advanced Technologies Academy | \$2,500 | Cashman Middle School | \$1,500 |
| Arbor View High School | 2,500 | Cortney Middle School | 1,500 |
| Basic High School | 2,500 | Cram Middle School | 1,500 |
| Bonanza High School | 2,500 | Escobedo Middle School | 1,500 |
| Boulder City High School | 1,500 | Faiss Middle School | 1,500 |
| Canyon Springs High School | 2,500 | Fertita Middle School | 1,500 |
| Centennial High School | 2,500 | Findlay Middle School | 1,500 |
| Chaparral High School | 2,500 | Fremont Middle School | 1,500 |
| Cheyenne High School | 2,500 | Garrett Middle School | 1,500 |
| Cimarron-Memorial High School | 2,500 | Garside Middle School | 1,500 |
| Clark High School | 2,500 | Gibson Middle School | 1,500 |
| Coronado High School | 2,500 | Greenspun Middle School | 1,500 |
| Del Sol High School | 2,500 | Guinn Middle School | 1,500 |
| Desert Oasis High School | 2,500 | Harney Middle School | 1,500 |
| Desert Pines High School | 2,500 | Hughes Middle School | 1,500 |
| Desert Rose High School | 1,500 | Hyde Park Middle School | 1,500 |
| Durango High School | 2,500 | Johnson Middle School | 1,500 |
| East Career and Technical Academy | 2,500 | Johnston Middle School | 1,500 |
| Eldorado High School | 2,500 | Keller Middle School | 1,500 |
| Foothill High School | 2,500 | Knudson Middle School | 1,500 |
| Green Valley High School | 2,500 | Lawrence Middle School | 1,500 |
| Indian Springs Junior/Senior High School | 1,000 | Leavitt Middle School | 1,500 |
| Las Vegas Academy | 1,500 | Lied Middle School | 1,500 |
| Las Vegas High School | 2,500 | Lyon Middle School | 1,500 |
| Laughlin High School | 1,500 | Mack Middle School | 1,500 |
| Legacy High School | 2,500 | Mannion Middle School | 1,500 |
| Liberty High School | 2,500 | Martin Middle School | 1,500 |
| Moapa Valley High School | 1,500 | Miller Middle School | 1,500 |
| Mojave High School | 2,500 | Molasky Middle School | 1,500 |
| Northwest Career and Technical Academy | 2,500 | Monaco Middle School | 1,500 |
| Palo Verde High School | 2,500 | O'Callaghan Middle School | 1,500 |
| Rancho High School | 2,500 | Orr Middle School | 1,500 |
| Sandy Valley Junior/Senior High School | 1,000 | Robison Middle School | 1,500 |
| Shadow Ridge High School | 2,500 | Rogich Middle School | 1,500 |
| Sierra Vista High School | 2,500 | Saville Middle School | 1,500 |
| Silverado High School | 2,500 | Sawyer Middle School | 1,500 |
| Southeast Career and Technical Academy | 2,500 | Schofield Middle School | 1,500 |
| Southwest Career and Technical Academy | 2,500 | Sedway Middle School | 1,500 |
| Spring Valley High School | 2,500 | Silvestri Middle School | 1,500 |
| Sunrise Mountain High School | 2,500 | Smith Middle School | 1,500 |
| Valley High School | 2,500 | Swainston Middle School | 1,500 |
| Veteran's Tribute Career and Technical Academy | 2,500 | Tarkanian Middle School | 1,500 |
| Virgin Valley High School | 1,500 | Von Tobel Middle School | 1,500 |
| West Career and Technical Academy | 2,500 | Webb Middle School | 1,500 |
| West Preparatory Academy | 1,500 | White Middle School | 1,500 |
| Western High School | 2,500 | Woodbury Middle School | 1,500 |
| Bailey Middle School | 1,500 | | |
| Becker Middle School | 1,500 | | |
| Bridger Middle School | 1,500 | Total | <u>\$187,500</u> |
| Brinley Middle School | 1,500 | Three hundred dollars shall be allocated to each elementary school and Prime Six School, Helen J. Stewart, Variety School, and John F. Miller. Each Community College High School and each alternative campus in the six regions shall be allocated \$600 to be used for payment to the licensed personnel supervisor of all extended day student activities. | |
| Brown Middle School | 1,500 | | |
| Burkholder Middle School | 1,500 | | |
| Cadwallader Middle School | 1,500 | | |
| Canarelli Middle School | 1,500 | | |
| Cannon Middle School | 1,500 | | |

Budget Formulas For Allocating Licensed School Personnel

The following formulas are used in developing the General and Special Education Funds staffing levels for budgetary purposes. Staffing assignments to individual schools may vary slightly at the discretion of the Area Service Center Associate Superintendents, Assistant Chief Student Achievement Officers, Deputy Superintendent, Associate Superintendent of Student Support Services, or the Chief Human Resources Officer.

A. Principals (316)

Each school of eight or more teachers will have budgeted one full-time principal. (Teaching principals and responsible teachers will be budgeted by unit as specified in district regulations.)

B. Assistant Principals (396)

Elementary Schools--Each elementary school over 550 student enrollment and each Prime 6 school will be budgeted one full-time assistant principal. Each elementary with over 1,000 student enrollment will be budgeted two assistant principals. The number of positions calculated in this fashion constitutes a District-wide full-time equivalency cap. Actual assignment of these FTEs is determined by the Chief Student Achievement Officer but may not exceed the total FTE number.

Middle Schools--Each middle school of 600 student enrollment and all rural schools will have budgeted one full-time assistant principal. Two assistant principals will be budgeted when the enrollment reaches 1,700 or more.

Senior High Schools--Only full-time assistant principals will be budgeted. One assistant principal will be budgeted for all rural schools or when enrollment reaches 500 students. Two assistant principals will be budgeted when the enrollment reaches 1,700 students. Three assistant principals will be budgeted when enrollment reaches 2,200 students. Schools with an enrollment of 3,000 students or more will be eligible for four assistant principals.

C. Deans (166)

Middle Schools--All middle schools, except rural schools, will staff at least one dean. Two deans will be added when total enrollment reaches 1,300 students.

Senior High Schools--All senior high schools, except rural schools, will be budgeted for at least one dean. Schools with an enrollment of 1,500 students or more will be budgeted two deans. When enrollment reaches 2,800 another dean will be added.



D. Classroom Licensed Staff (17,503.14 including prep periods)

Fiscal year 2015-16 budget development staffing ratios:

| | |
|------------------------|---|
| Full Day Kindergarten: | 1 licensed staff member for each 21 students. |
| AM/PM Kindergarten: | 1 licensed staff member for each 42 students. |
| Grades 1-2: | 1 licensed staff member for each 17 students. |
| Grade 3: | 1 licensed staff member for each 20 students. |
| Grades 4-5: | 1 licensed staff member for each 32.5 students. |
| Grades 6-12: | 1 licensed staff member for each 32.5 students. |

E. In addition to regular staffing formulas, additional licensed positions are budgeted for the following purposes:

- 1. 2,887 licensed positions for special education students.
- 2. 108 licensed positions to supplement the staff at the small, rural schools and provide school-to-school rounding adjustments.
- 3. 100 licensed positions to handle extra music needs of middle school students.
- 4. 264 licensed positions to supplement the State's Class Size Reduction program.
- 5. 30 licensed positions to instruct English language learner students.
- 6. 66.57 licensed positions for educational computer strategists.
- 7. 64 licensed positions for special assignment (i.e., Prime

F. Counselors (716)

Elementary Schools—The Board has approved establishing a goal of adding 15 elementary counselors each year until elementary schools have a counselor for every school over 500 enrollment. An increase was not included in this year's development due to budgetary constraints.

Middle Schools—Counselors are budgeted for each middle school on the basis of one counselor for each 500 students or major fraction thereof based upon the fall enrollment. Evaluation of the number of counselors for middle schools will be made only once each year after the second week of the fall semester.

Senior High Schools—Counselors are budgeted to each senior high school on the basis of one counselor for each 400 students or major fraction thereof based upon the fall enrollment. Evaluation of the number of counselors for senior high schools will be made only once each year after the second week of the fall semester.

G. Library Services (287)

- Elementary schools with enrollment of at least 400 students shall be allocated one licensed staff unit (202).
- Each middle school shall be allocated one licensed staff unit (49).
- Senior High schools shall be allocated extra days of library services based upon the enrollment illustrated to the right (36):

| Student Enrollment | Days Allocated |
|-------------------------|----------------|
| Under 500 students | 3.5 days |
| 500 to 999 students | 7.0 days |
| 1,000 to 1,499 students | 10.5 days |
| 1,500 or more students | 14.0 days |

H. Homebound Teachers (17)

One teacher is budgeted to assist homebound students at the ratio of one for each 18,450 students or major fraction thereof.

I. Psychologists (177)

One school psychologist is budgeted for each 1,825 students or major fraction thereof.

J. Nurses (178)

One school nurse is budgeted for each 1,825 students or major fraction thereof.

K. Speech/Language Pathologists (342.5)

Speech/language pathologists are to be budgeted based on the prior school year's ratio of actual student caseloads to actual handicapped enrollment. The resultant ratio (actual) is applied to the current school year's estimated handicapped enrollments to determine estimated caseloads. The estimated caseloads are then divided by the maximum caseload mandate to determine speech therapist/pathologist requirements.

L. Summary of Pupil/Teacher Ratio Calculations

Regular classroom staffing:

(Section D) = 17,503.14

District pupil/teacher ratios:

$(311,441.60 \div 17,503.14) = 17.79$

Regular classroom staffing with additional positions:

(Sections D and E) = 21,022.71

District pupil/teacher ratio:

$(311,441.60 \div 21,022.71) = 14.81$

District licensed - all positions:

(Sections D - K) = 22,740.21

District pupil/teacher ratio:

$(311,441.60 \div 22,740.21) = 13.70$

Note: The 2001 Legislature provided funds toward reducing the pupil/teacher ratio in the early elementary grades (1-3). The Class Size Reduction funds and positions for 2015-16 are being channeled through the Special Revenue Funds, and therefore, are not reflected in the above calculations.

Secondary Magnet School Formula Enhancements

As a result of varying length of day and program requirements, magnet schools within the District require additional enhancement appropriations. This necessitates adjustments to classroom staffing, recruiting counselors, and an available pool from which the Deputy Superintendent may draw to provide staffing for necessary school administrative support services.

The current budget for magnet school programs is developed from a student-teacher ratio of 30:1. The Advanced Technologies Academy (ATA) was constructed with classroom sizes of 20 students per classroom. Because of this room configuration, a student-teacher ratio of 20:1 will be retained at ATA. A recruiting counselor is provided for each secondary school that has magnet programs. Senior high school recruiting counselor positions are staffed starting November 1 preceding the start of the magnet school's initial opening. Middle school recruiting counselors begin at the end of the first semester of the preceding year.

The Director of Magnet Program will be allocated \$120,000 multiplied by the number of secondary magnet schools. These funds are available for allocation to schools for the purpose of providing additional licensed, administrative, and/or support staff-adjunct staffing and services.

Administrative Titles And Salary Ranges

Fiscal Year 2015-16

| Class Title | Range |
|--|---------|
| Superintendent of Schools | XX |
| General Counsel* | 51 |
| Deputy Superintendent* | 50 |
| Associate Superintendent/Chief Negotiator | 49 |
| Chief Human Resources Officer* | 49 |
| Chief Educational Opportunity Officer* | 49 |
| Chief Financial Officer* | 49 |
| Chief Innovation and Productivity Officer* | 49 |
| Chief Student Achievement Officer* | 49 |
| Chief of Staff and External Relations* | 48 |
| Associate Superintendent, Community and Government Relations | 47 |
| Associate Superintendent, Operational Services Division* | 47 |
| Deputy General Counsel* | 47 |
| General Manager, Vegas PBS* | 47 |
| Assistant Chief Student Achievement Officer* | 46 |
| Academic Manager, Innovative Learning Environments, Technology and Information Systems Services* | 46 |
| Academic Manager, Instruction Unit | 46 |
| Assistant Superintendent, Assessment, Accountability, Research, and School Improvement* | 46 |
| Assistant Superintendent, Instructional Design and Professional Learning Division* | 46 |
| Assistant Superintendent, Education Services Division* | 46 |
| Assistant Superintendent, English Language Learner* | 46 |
| Assistant Superintendent, Capital Program Office* | 46 |
| Assistant Superintendent, Student Services Division* | 46 |
| Chief of School Police* | 46 |
| Chief Technology Officer | 46 |
| Deputy Chief Financial Officer* | 46 |
| Deputy Human Resources Officer* | 46 |
| Senior Assistant General Counsel* | 46 |
| Assistant General Counsel* | 45 |
| Chief Compliance Officer | 45 |
| Director IV, Construction Manager | 45 |
| Director IV, Instructional Design and Professional Learning | 45 |
| Director IV, Capital Program Office | 45 |
| Director IV, Recruitment and Development* | 45 |
| Director IV, Instructional Support | 45 |
| Director IV, Instructional Support and Student Activities | 45 |
| Director IV, Support Services | 45 |
| Director IV, Technology and Information Systems Services | 45 |
| Principal, Senior High School | 44 - 45 |
| Director III, Assessment | 44 |
| Director III, Compliance and Monitoring | 44 |
| Director III, Educational Media Services | 44 |
| Director III, Engineering, Information Technology, and Emergency Response Systems | 44 |
| Director III, Food Service | 44 |
| Director III, Government Affairs | 44 |
| Director III, Human Capital Management (HCM) Business Process Expert | 44 |
| Director III, Instructional Business Process Expert | 44 |
| Director III, Operational Services Division | 44 |
| Director III, Payroll and Employee Benefits | 44 |
| Director III, Purchasing and Warehousing | 44 |
| Director III, Quality Assurance | 44 |
| Director III, Risk and Environmental Services | 44 |
| Director III, Special Projects and Renovation Services | 44 |
| Director III, Transportation Department | 44 |
| Director III, Workforce Training and Economic Development, Vegas PBS | 44 |
| Principal, Career and Technical Academy** | 42 - 44 |

| Class Title | Range |
|---|---------|
| Principal, Junior High/Middle School** | 41 - 44 |
| Director II, Budget Department | 43 |
| Director II, Career and Technical Education | 43 |
| Director II, Central Information Systems | 43 |
| Director II, Demographics, Zoning, and GIS | 43 |
| Director II, Distance Education and Virtual High School | 43 |
| Director II, Early Childhood | 43 |
| Director II, Educational and Operational Excellence Unit | 43 |
| Director II, Education Services | 43 |
| Director II, Employee-Management Relations | 43 |
| Director II, Employee Onboarding and Development | 43 |
| Director II, English Language Learner Program | 43 |
| Director II, Executive Manager, Diversity and Affirmative Action* | 43 |
| Director II, Equity and Diversity Education | 43 |
| Director II, Facilities and Bond Fund Financial Management | 43 |
| Director II, Guidance and Counseling | 43 |
| Director II, Humanities | 43 |
| Director II, Internal Audit | 43 |
| Director II, Instruction Unit Services | 43 |
| Director II, K -12 Language and Literacy Development | 43 |
| Director II, K-12 Literacy and Talent Development | 43 |
| Director II, K-12 Math and Instructional Technology | 43 |
| Director II, K-12 Special Education | 43 |
| Director II, Language and Literacy Development | 43 |
| Director II, Leadership Development Mentor and Design Team Leads | 43 |
| Director II, Low Incidence Disabilities | 43 |
| Director II, Magnet Programs | 43 |
| Director II, Mathematics | 43 |
| Director II, Networking Services | 43 |
| Director II, Programming, Vegas PBS | 43 |
| Director II, Real Property Management | 43 |
| Director II, Related Services | 43 |
| Director II, School and Department Human Capital Management Support | 43 |
| Director II, School Safety and Crisis Management | 43 |
| Director II, Science, Health, and Physical Education | 43 |
| Director II, Special Education Programs and Projects | 43 |
| Director II, Special Education Support Services | 43 |
| Director II, Student Services | 43 |
| Director II, Superintendent's Office* | 43 |
| Director II, Technical Resources | 43 |
| Director II, Title I Services | 43 |
| Director II, Turnaround Zone | 43 |
| Director II, User Support Services | 43 |
| Police Captain | 43 |
| Principal, Alternative School** | 41 - 43 |
| Principal, Elementary School | 42 - 43 |
| Principal, Elementary School** | 41 - 43 |
| Principal, Special Education School** | 43 |
| Principal, Boulder City High School** | 43 |
| Principal, Indian Springs High School** | 43 |
| Principal, Las Vegas Academy of the Arts** | 43 |
| Principal, Laughlin High School** | 43 |
| Principal, Moapa Valley High School** | 43 |
| Principal, Sandy Valley High School** | 43 |
| Principal, Virgin Valley High School** | 43 |
| Deputy Assistant General Counsel* | 42 |
| Deputy Assistant General Counsel* | 42 |
| Director I, Academic Intervention and Professional Development | 42 |
| Director I, Accountability and Research | 42 |

Administrative Titles And Salary Ranges - Continued

Fiscal Year 2015-16

| Class Title | Range | Class Title | Range |
|--|-------|--|-------|
| Director I, Adult Language Acquisition Services | 42 | Coordinator IV, Facility Requirements | 41 |
| Director I, Assessment | 42 | Coordinator IV, Financial Management, Vegas PBS | 41 |
| Director I, Communications Office | 42 | Coordinator IV, Financial Management, Food Service | 41 |
| Director I, Compliance and Building Operations | 42 | Coordinator IV, Gifted and Talented Education Program | 41 |
| Director I, Constituent Services | 42 | Coordinator IV, Grants Development and Administration | 41 |
| Director I, Corporate Communications, Vegas PBS | 42 | Coordinator IV, Guidance and Counseling Services | 41 |
| Director I, Development and Innovation | 42 | Coordinator IV, Health Services | 41 |
| Director I, Development, Vegas PBS | 42 | Coordinator IV, Information Systems Architecture and Special Projects Operations | 41 |
| Director I, Educational Opportunities | 42 | Coordinator IV, K-12 Instructional Technology | 41 |
| Director I, Employee Contracts and Separation Compliance | 42 | Coordinator IV, K-12 Special Education | 41 |
| Director I, English Language Learner Program | 42 | Coordinator IV, Literacy Innovative Programs | 41 |
| Director I, Environmental Services | 42 | Coordinator IV, Low Incidence Disabilities | 41 |
| Director I, Family and Community Engagement, CGR | 42 | Coordinator IV, Magnet Schools and Career and Technical Academies (CTA) | 41 |
| Director I, Fiscal Accountability | 42 | Coordinator IV, Mechanical Systems and Equipment | 41 |
| Director I, Food Service | 42 | Coordinator IV, Modernization Services | 41 |
| Director I, Grants Development and Administration | 42 | Coordinator IV, New Construction | 41 |
| Director I, Health Services | 42 | Coordinator IV, Occupational and Physical Therapy Services | 41 |
| Director I, Inspection Services | 42 | Coordinator IV, Ombudsman, Operational Services Division | 41 |
| Director I, Intergovernmental Relations | 42 | Coordinator IV, Production Services | 41 |
| Director I, Maintenance | 42 | Coordinator IV, Psychological Services | 41 |
| Director I, Operations | 42 | Coordinator IV, Purchasing and Warehousing | 41 |
| Director I, Professional Development, Special Education | 42 | Coordinator IV, Real Property Management | 41 |
| Director I, Psychological Services | 42 | Coordinator IV, Risk and Insurance Services | 41 |
| Director I, Purchasing and Warehousing | 42 | Coordinator IV, Safe and Respectful Learning Environment | 41 |
| Director I, Operational Risk, Risk and Environmental Services | 42 | Coordinator IV, School-Community Partnership Program | 41 |
| Director I, Recruitment: Applications, General Recruitment and Retention Focus | 42 | Coordinator IV, Special Education K-12 | 41 |
| Director I, Recruitment: Diversity and High-Need Areas Focus | 42 | Coordinator IV, Speech Language Therapy Services | 41 |
| Director I, School-Community Partnership Program | 42 | Coordinator IV, School Safety and Crisis Management | 41 |
| Director I, Security Systems, School Police Services | 42 | Coordinator IV, Telecommunications Services | 41 |
| Director I, Speech/Language Therapy Services | 42 | Coordinator IV, Title I Services | 41 |
| Director I, Student Athletics | 42 | Coordinator IV, Unemployment Services Representative | 41 |
| Director I, Student Record Services | 42 | Police Lieutenant | 41 |
| Director I, Superintendent's Office* | 42 | Principal, Community College High School** | 41 |
| Director I, Title I Services | 42 | Principal, Continuation School** | 41 |
| Director I, Transportation | 42 | Principal, Florence McClure Women's Correctional Center** | 41 |
| Director I, Transportation Compliance and Safety | 42 | Principal, High Desert State Prison Adult High School** | 41 |
| Director I, Vehicle Maintenance | 42 | Principal, Juvenile Court Schools | 41 |
| Director I, Wraparound Services | 42 | Principal, Southern Desert Correctional Center Adult HS** | 41 |
| Principal, Academy for Individualized Study/Virtual High School | 42 | Principal, Spring Mountain School** | 41 |
| Principal, Advanced Technologies Academy** | 42 | Assistant Principal, Elementary School** | 40 |
| Principal, Desert Rose Adult High School | 42 | Assistant Principal, Special Education School** | 40 |
| Assistant Principal, Secondary School** | 41 | Coordinator III, Adult Education | 40 |
| Coordinator IV, Accounting | 41 | Coordinator III, Adult Language Acquisition Services | 40 |
| Coordinator IV, Assessment | 41 | Coordinator III, Architect | 40 |
| Coordinator IV, Assessment and Accountability | 41 | Coordinator III, Birth to Pre-K Early Childhood, Striving Readers Comprehensive Literacy Program | 40 |
| Coordinator IV, Assistive Technology | 41 | Coordinator III, Budget | 40 |
| Coordinator IV, AVID Program | 41 | Coordinator III, Career and Technical Education | 40 |
| Coordinator IV, Board of School Trustees | 41 | Coordinator III, Cash and Investment Management | 40 |
| Coordinator IV, Budget | 41 | Coordinator III, Charter School Compliance | 40 |
| Coordinator IV, Bus Operations | 41 | Coordinator III, Compliance and Monitoring | 40 |
| Coordinator IV, Child Find Project | 41 | Coordinator III, Compensation, Contracts, and Employee Records | 40 |
| Coordinator IV, Claims Management Services | 41 | Coordinator III, Custodial Supervision | 40 |
| Coordinator IV, Data Services | 41 | Coordinator III, Data, Performance Management, and Project Facilitation | 40 |
| Coordinator IV, Demographics and Zoning | 41 | Coordinator III, Data, Performance Management, and Innovative Projects | 40 |
| Coordinator IV, Due Process | 41 | Coordinator III, Data Specialist | 40 |
| Coordinator IV, Educational Resources | 41 | Coordinator III, Demographics, Zoning, and Geographic Information System | 40 |
| Coordinator IV, Employee Business Training | 41 | | |
| Coordinator IV, Employee Development | 41 | | |
| Coordinator IV, English Language | 41 | | |
| Coordinator IV, School Board Office | 41 | | |
| Coordinator IV, Expulsion Due Process and Trial Enrollments | 41 | | |

Administrative Titles And Salary Ranges - Continued

Fiscal Year 2015-16

| Class Title | Range | Class Title | Range |
|---|-------|---|-------|
| Coordinator III, Early Childhood Literacy | 40 | Coordinator III, Student Adjudication | 40 |
| Coordinator III, Early Childhood Program | 40 | Coordinator III, Student Attendance Enforcement | 40 |
| Coordinator III, Early Childhood Title I Services | 40 | Coordinator III, Substitute Hiring and Smartfind Administration | 40 |
| Coordinator III, Early Childhood Transition Specialist | 40 | Coordinator III, Teacher Induction and Mentoring | 40 |
| Coordinator III, Education Services | 40 | Coordinator III, Technology Integration | 40 |
| Coordinator III, Employee Development | 40 | Coordinator III, Technology Program Office | 40 |
| Coordinator III, Engineering Services | 40 | Coordinator III, Technical Resources | 40 |
| Coordinator III, Environmental Compliance | 40 | Coordinator III, Title I Homeless Program | 40 |
| Coordinator III, Equipment Repair | 40 | Coordinator III, Title I Services | 40 |
| Coordinator III, Equity and Diversity Education | 40 | Coordinator III, Turnaround Zone | 40 |
| Coordinator III, Exterior and Structural Building Repair | 40 | Coordinator III, Vegas PBS | 40 |
| Coordinator III, Facilities and Bond Fund Financial Mgmt | 40 | Coordinator III, Vegas PBS Public Information and Media Mgr | 40 |
| Coordinator III, Facilities Project Manager | 40 | Coordinator III, Warehouse/Distribution Center | 40 |
| Coordinator III, Facilities Space Requirements | 40 | Coordinator III, Workforce Training and Economic Development, Vegas PBS | 40 |
| Coordinator III, Fine Arts, Elementary | 40 | Coordinator III, Workforce Sales and Veterans Outreach | 40 |
| Coordinator III, Fine Arts, Secondary | 40 | Coordinator III, WWW Production Services | 40 |
| Coordinator III, Fiscal Accountability and Data Analysis | 40 | Coordinator III, Administrative Assistant, Bond Administration | 40 |
| Coordinator III, Fiscal Accountability and Program Analysis, CPD | 40 | Coordinator III, Administrative Assistant, Community and Government Relations | 40 |
| Coordinator III, General Repair | 40 | Coordinator III, Administrative Assistant, Instruction Unit | 40 |
| Coordinator III, Geographic Information System | 40 | Coordinator III, Administrative Assistant, School Police Svs | 40 |
| Coordinator III, Gift Manager | 40 | Coordinator III, Administrative Assistant, Student Support Svs | 40 |
| Coordinator III, Grant Evaluator | 40 | Coordinator III, Administrative Assistant, Technology and Information Systems | 40 |
| Coordinator III, Grant Writer | 40 | Dean, Secondary*** | 40 |
| Coordinator III, Homebound Education Program | 40 | Coordinator II, Academic Support and Community Service Ctr | 39 |
| Coordinator III, Industrial Hygiene | 40 | Coordinator II, Accounting | 39 |
| Coordinator III, Instructional Data Management System | 40 | Coordinator II, Adaptive Physical Education | 39 |
| Coordinator III, Internal Audit | 40 | Coordinator II, Benefits Accounting Supervisor | 39 |
| Coordinator III, Investing In Innovation | 40 | Coordinator II, Communities in Schools | 39 |
| Coordinator III, K-5 Literacy, Striving Readers Comprehensive Literacy Program | 40 | Coordinator II, Dietitian | 39 |
| Coordinator III, 6-12 Mathematics | 40 | Coordinator II, Early Reading First | 39 |
| Coordinator III, K-12 English Language Arts | 40 | Coordinator II, Geographic Information Systems | 39 |
| Coordinator III, K-12 Foreign Language | 40 | Coordinator II, Industrial Hygiene | 39 |
| Coordinator III, K-12 Health, Physical Education, and Driver Education | 40 | Coordinator II, Instructional Web Design | 39 |
| Coordinator III, K-12 Library Services | 40 | Coordinator II, Instructional Web Designer/Learning Management System | 39 |
| Coordinator III, K-12 Literacy | 40 | Coordinator II, Parent Services | 39 |
| Coordinator III, K-12 Science/Health | 40 | Coordinator II, Payroll Processing Supervisor | 39 |
| Coordinator III, K-12 Social Studies | 40 | Coordinator II, Real Property Management | 39 |
| Coordinator III, Landscaping and Grounds | 40 | Coordinator II, Risk Management Accounting | 39 |
| Coordinator III, NCLB and Data Verification | 40 | Coordinator II, School-Community Partnership Program** | 39 |
| Coordinator III, Operational Services | 40 | Coordinator II, Senior Accountant, Fiscal Accountability, and Data Analysis | 39 |
| Coordinator III, Program Evaluator, Inclusive Schools Practices/Intervention Programs | 40 | Coordinator II, Site Development Planner | 39 |
| Coordinator III, Public Information and Media Manager | 40 | Coordinator II, Technical Resources | 39 |
| Coordinator III, Purchasing | 40 | Coordinator II, Technology Projects and Training | 39 |
| Coordinator III, Ready to Learn, Vegas PBS | 40 | Coordinator II, Traffic Safety - Safe Routes to School | 39 |
| Coordinator III, Research and Evaluation | 40 | Coordinator II, Web Designer | 39 |
| Coordinator III, Resource Management | 40 | Coordinator I, Accounting | 38 |
| Coordinator III, Safe and Drug Free Schools | 40 | Coordinator I, Grants/Fiscal Accountability | 38 |
| Coordinator III, Safety | 40 | Coordinator I, Accounting Treasurer | 38 |
| Coordinator III, School Accounting | 40 | Coordinator I, Budget | 38 |
| Coordinator III, School Banking | 40 | Coordinator I, Communications Specialist | 38 |
| Coordinator III, School Operations | 40 | Coordinator I, Fleet Manager | 38 |
| Coordinator III, School Police Investigator | 40 | Coordinator I, Public Information Specialist | 38 |
| Coordinator III, Secondary Literacy, Striving Readers Comprehensive Literacy Program | 40 | | |
| Coordinator III, Special Education Management System | 40 | | |
| Coordinator III, Specialized Human Resources Support | 40 | | |
| Coordinator III, Statistician, Demographics, Zoning, and GIS | 40 | | |
| Coordinator III, Student Activities | 40 | | |

* "At-Will" Employees--A contract signed by an at-will employee will state that the employee serves in that position at the will of the superintendent and may be returned to a position of no lesser range and step than the last held with the district. At-Will positions will be so designated at the time the position is offered to an employee. At the time of appointment, the Board of School Trustees will designate the range and step of the position.

** Incumbents of these classes receive monthly salaries in accordance with this schedule for 11 months per year. Incumbents in all other classes receive monthly salaries in accordance with this schedule for 12 months per year.

*** Incumbents of this class receive monthly salaries in accordance with this schedule for 10 months per year.

Administrative Salary Schedule Base - Monthly Salaries

Fiscal Year 2015-16

| Range | A | B | C | D | E | F | G ¹ |
|-------|----------|----------|----------|----------|----------|----------|----------------|
| 52 | \$10,263 | \$10,781 | \$11,322 | \$11,890 | \$12,485 | \$13,108 | \$13,764 |
| 51 | 9,774 | 10,263 | 10,781 | 11,322 | 11,890 | 12,485 | 13,108 |
| 50 | 9,316 | 9,774 | 10,263 | 10,781 | 11,322 | 11,890 | 12,485 |
| 49 | 8,873 | 9,316 | 9,774 | 10,263 | 10,781 | 11,322 | 11,890 |
| 48 | 8,448 | 8,873 | 9,316 | 9,774 | 10,263 | 10,781 | 11,322 |
| 47 | 8,046 | 8,448 | 8,873 | 9,316 | 9,774 | 10,263 | 10,781 |
| 46 | 7,663 | 8,046 | 8,448 | 8,873 | 9,316 | 9,774 | 10,263 |
| 45 | 7,308 | 7,663 | 8,046 | 8,448 | 8,873 | 9,316 | 9,774 |
| 44 | 6,961 | 7,308 | 7,663 | 8,046 | 8,448 | 8,873 | 9,316 |
| 43 | 6,625 | 6,961 | 7,308 | 7,663 | 8,046 | 8,448 | 8,873 |
| 42 | 6,306 | 6,625 | 6,961 | 7,308 | 7,663 | 8,046 | 8,448 |
| 41 | 6,010 | 6,306 | 6,625 | 6,961 | 7,308 | 7,663 | 8,046 |
| 40 | 5,718 | 6,010 | 6,306 | 6,625 | 6,961 | 7,308 | 7,663 |
| 39 | 5,449 | 5,718 | 6,010 | 6,306 | 6,625 | 6,961 | 7,308 |
| 38 | 5,196 | 5,449 | 5,718 | 6,010 | 6,306 | 6,625 | 6,961 |
| 37 | 4,940 | 5,196 | 5,449 | 5,718 | 6,010 | 6,306 | 6,625 |
| 36 | 4,712 | 4,940 | 5,196 | 5,449 | 5,718 | 6,010 | 6,306 |

Professional-Technical (PT) Salary Schedule Base - Monthly Salaries

Fiscal Year 2015-16

| Range | A | B | C | D | E | F | G ¹ |
|-------|---------|---------|---------|---------|---------|---------|----------------|
| 44 | \$6,961 | \$7,308 | \$7,663 | \$8,046 | \$8,448 | \$8,873 | \$9,316 |
| 43 | 6,625 | 6,961 | 7,308 | 7,663 | 8,046 | 8,448 | 8,873 |
| 42 | 6,306 | 6,625 | 6,961 | 7,308 | 7,663 | 8,046 | 8,448 |
| 41 | 6,010 | 6,306 | 6,625 | 6,961 | 7,308 | 7,663 | 8,046 |
| 40 | 5,718 | 6,010 | 6,306 | 6,625 | 6,961 | 7,308 | 7,663 |
| 39 | 5,449 | 5,718 | 6,010 | 6,306 | 6,625 | 6,961 | 7,308 |
| 38 | 5,196 | 5,449 | 5,718 | 6,010 | 6,306 | 6,625 | 6,961 |
| 37 | 4,940 | 5,196 | 5,449 | 5,718 | 6,010 | 6,306 | 6,625 |
| 36 | 4,712 | 4,940 | 5,196 | 5,449 | 5,718 | 6,010 | 6,306 |
| 35 | 4,479 | 4,712 | 4,940 | 5,196 | 5,449 | 5,718 | 6,010 |
| 34 | 4,259 | 4,479 | 4,712 | 4,940 | 5,196 | 5,449 | 5,718 |
| 33 | 4,063 | 4,259 | 4,479 | 4,712 | 4,940 | 5,196 | 5,449 |
| 32 | 3,863 | 4,063 | 4,259 | 4,479 | 4,712 | 4,940 | 5,196 |
| 31 | 3,676 | 3,863 | 4,063 | 4,259 | 4,479 | 4,712 | 4,940 |
| 30 | 3,506 | 3,676 | 3,863 | 4,063 | 4,259 | 4,479 | 4,712 |
| 29 | 3,333 | 3,506 | 3,676 | 3,863 | 4,063 | 4,259 | 4,479 |
| 28 | 3,173 | 3,333 | 3,506 | 3,676 | 3,863 | 4,063 | 4,259 |

¹ Eligibility for Step G requires that the administrator has been on any Step F for four years, is beginning his/her 18th year in the District during the contracted school year, and the adjusted hire date and the effective date of the administrative appointment is prior to February 1. If the adjusted hire date is February 1 or after, the administrator will be placed on Step G at the beginning of the subsequent year.

Administrative employees holding a doctoral degree from an accredited institution and valid for Nevada certification will receive an additional \$1,500 stipend for which Public Employees Retirement System (PERS) contributions will be made.

Administrative employees completing the following years of District service will be eligible for longevity compensation for which PERS contributions will be made:

| District Service | Amount |
|------------------|---------|
| 10 Years | \$1,300 |
| 15 Years | 1,800 |
| 20 Years | 2,300 |
| 25 Years | 2,800 |
| 30 Years | 4,000 |

A principal who is assigned either to a Prime 6 school (before July 1, 2008), a rural high school, or to a double session or flexible double session schedule shall receive an additional stipend of \$2,000 for which PERS contributions will be made. A \$2,000 stipend will be provided to eligible senior high school deans and assistant principals.

Support Personnel Titles And Salary Pay Grades

Fiscal Year 2015-16

| Code | Title | Grade | Min Hr | Max Hr | Code | Title | Grade | Min Hr | Max Hr |
|------|---|-------|---------|---------|------|--|-------|---------|---------|
| 2040 | Accountant | 56 | \$23.20 | \$29.62 | 1564 | Business Systems Security Specialist II | 59 | \$26.87 | \$34.30 |
| 2027 | Accounts Payable Supervisor | 50 | \$17.33 | \$22.10 | 3081 | Buyer I | 49 | \$16.50 | \$21.04 |
| 2016 | Accounts Payable Technician | 49 | \$16.50 | \$21.04 | 3082 | Buyer II | 52 | \$19.09 | \$24.37 |
| 0200 | Administrative Clerk | 50 | \$17.33 | \$22.10 | 3084 | Buyer III | 54 | \$21.04 | \$26.87 |
| 1446 | Administrative Computer Services Specialist | 56 | \$23.20 | \$29.62 | 3086 | Buyer IV | 57 | \$24.37 | \$31.10 |
| 0320 | Administrative School Secretary | 50 | \$17.33 | \$22.10 | 7727 | CADD Technical I | 55 | \$22.10 | \$28.23 |
| 0240 | Administrative Secretary I | 51 | \$18.19 | \$23.20 | 7728 | CADD Technical II | 57 | \$24.37 | \$31.10 |
| 0250 | Administrative Secretary II | 52 | \$19.09 | \$24.37 | 7729 | CADD Technical III | 59 | \$26.87 | \$34.30 |
| 0251 | Administrative Secretary III | 54 | \$21.04 | \$26.87 | 4170 | Campus Security Monitor | 44 | \$12.92 | \$16.50 |
| 0252 | Administrative Secretary IV | 57 | \$24.37 | \$31.10 | 7060 | Carpenter | 52 | \$19.09 | \$24.37 |
| 7780 | AHERA Compliance Monitor | 58 | \$25.60 | \$32.65 | 7560 | Carpenter Supervisor | 58 | \$25.60 | \$32.65 |
| 2114 | Air Quality Control Technician I | 54 | \$21.04 | \$26.87 | 8030 | Carpet Cleaning Technician | 50 | \$17.33 | \$22.10 |
| 1461 | Applications Developer I - ABAP/NETWEAVER | 59 | \$26.87 | \$34.30 | 8039 | Central Kitchen Steward | 43 | \$12.32 | \$15.71 |
| 1506 | Application Administrator I | 54 | \$21.04 | \$26.87 | 4222 | Certified Occupational Therapy Assistant | 50 | \$17.33 | \$22.10 |
| 1507 | Application Administrator II | 56 | \$23.20 | \$29.62 | 7401 | Chiller Technician I | 56 | \$23.20 | \$29.62 |
| 1532 | Applications Developer - COBOL/CICS | 59 | \$26.87 | \$34.30 | 7402 | Chiller Technician II | 57 | \$24.37 | \$31.10 |
| 1460 | Applications Developer II - ABAP/NETWEAVER | 63 | \$32.65 | \$41.68 | 7309 | Civil & Landscape Quality Assurance Construction Inspector/Manager | 58 | \$25.60 | \$32.65 |
| 1508 | Applications Manager | 64 | \$34.30 | \$43.76 | 2103 | Claims Examiner | 52 | \$19.09 | \$24.37 |
| 7725 | Apprentice Drafter | 47 | \$14.96 | \$19.09 | 2100 | Claims Management Specialist | 57 | \$24.37 | \$31.10 |
| 7730 | Asbestos Abatement Worker/Insulator | 51 | \$18.19 | \$23.20 | 2098 | Claims Manager | 60 | \$28.23 | \$36.01 |
| 7735 | Asbestos Planner/Scheduler | 57 | \$24.37 | \$31.10 | 2102 | Claims Technician | 48 | \$15.71 | \$20.05 |
| 7410 | Asphalt, Concrete, and Masonry Supervisor | 58 | \$25.60 | \$32.65 | 4285 | Classification/Compensation Analyst | 57 | \$24.37 | \$31.10 |
| 2050 | Assistant Accountant | 50 | \$17.33 | \$22.10 | 0110 | Clerk Typist I | 40 | \$10.63 | \$13.58 |
| 8170 | Assistant Custodial Supervisor | 53 | \$20.05 | \$25.60 | 0175 | Clerk/Brailist | 45 | \$13.58 | \$17.33 |
| 7091 | Assistant Grounds Equipment Technician | 46 | \$14.24 | \$18.19 | 7105 | Clock, Fire Alarm, & Intercom Technician | 55 | \$22.10 | \$28.23 |
| 1060 | Assistant Offset Shop Supervisor | 54 | \$21.04 | \$26.87 | 7700 | Code Compliance Inspector/Site Manager | 59 | \$26.87 | \$34.30 |
| 1449 | Assistive Technology Services Specialist | 56 | \$23.20 | \$29.62 | 7209 | Commissioning Technician I | 59 | \$26.87 | \$34.30 |
| 4000 | Attendance Officer | 50 | \$17.33 | \$22.10 | 0306 | Communications Assistant | 49 | \$16.50 | \$21.04 |
| 7115 | Audio Visual Technician | 52 | \$19.09 | \$24.37 | 7194 | Communications Equipment Installer Assistant | 51 | \$18.19 | \$23.20 |
| 0140 | Autism Intervention Specialist I | 45 | \$13.58 | \$17.33 | 7195 | Communications Equipment Installer/Repairer | 55 | \$22.10 | \$28.23 |
| 0141 | Autism Intervention Specialist II | 48 | \$15.71 | \$20.05 | 0235 | Compliance Analyst | 53 | \$20.05 | \$25.60 |
| 5020 | Baker | 43 | \$12.32 | \$15.71 | 1650 | Computer Forensic Investigator | 62 | \$31.10 | \$39.71 |
| 1550 | Basis Administrator I | 60 | \$28.23 | \$36.01 | 1410 | Computer Operator | 50 | \$17.33 | \$22.10 |
| 1551 | Basis Administrator II | 62 | \$31.10 | \$39.71 | 1330 | Computer Systems Specialist | 51 | \$18.19 | \$23.20 |
| 0134 | Benefits Technician | 49 | \$16.50 | \$21.04 | 1555 | Computer Technician I | 52 | \$19.09 | \$24.37 |
| 4249 | Bilingual Speech & Language Assistant | 47 | \$14.96 | \$19.09 | 1556 | Computer Technician II | 55 | \$22.10 | \$28.23 |
| 4248 | Bilingual Translator/Interpreter | 51 | \$18.19 | \$23.20 | 1557 | Computer Technician III | 58 | \$25.60 | \$32.65 |
| 7000 | Boiler Equipment Technician | 54 | \$21.04 | \$26.87 | 7152 | Construction Compliance Clerk | 48 | \$15.71 | \$20.05 |
| 0170 | Brailist | 52 | \$19.09 | \$24.37 | | | | | |
| 0176 | Broadcast Captionist I | 47 | \$14.96 | \$19.09 | | | | | |
| 0177 | Broadcast Captionist II | 52 | \$19.09 | \$24.37 | | | | | |
| 0178 | Broadcast Captionist III | 56 | \$23.20 | \$29.62 | | | | | |
| 4100 | Budget Assistant | 55 | \$22.10 | \$28.23 | | | | | |
| 7120 | Building Engineer | 52 | \$19.09 | \$24.37 | | | | | |
| 7550 | Building Engineer Supervisor | 58 | \$25.60 | \$32.65 | | | | | |
| 8166 | Building Manager | 54 | \$21.04 | \$26.87 | | | | | |
| 6100 | Bus Driver | 47 | \$14.96 | \$19.09 | | | | | |
| 6105 | Bus Driver Trainee | 47A | \$14.96 | \$14.96 | | | | | |
| 6005 | Bus Washer | 41 | \$11.16 | \$14.24 | | | | | |
| 1511 | Business Intelligence (BI) Analyst | 63 | \$32.65 | \$41.68 | | | | | |
| 1510 | Business Intelligence (BI) Manager | 64 | \$34.30 | \$43.76 | | | | | |
| 0330 | Business Services Specialist | 51 | \$18.19 | \$23.20 | | | | | |
| 1540 | Business Systems Security Specialist I | 57 | \$24.37 | \$31.10 | | | | | |



Support Personnel Titles And Salary Pay Grades

Fiscal Year 2015-16

- Continued

| Code | Title | Grade | Min Hr | Max Hr | Code | Title | Grade | Min Hr | Max Hr |
|------|--|-------|---------|---------|------|-------------------------------------|-------|---------|---------|
| 7146 | Construction Documents Clerk | 48 | \$15.71 | \$20.05 | 8300 | Equipment Operator/Truck Driver | 50 | \$17.33 | \$22.10 |
| 4260 | Construction Documents Manager | 56 | \$23.20 | \$29.62 | | Equipment Operator/Truck Driver | | | |
| 7153 | Construction Estimator | 57 | \$24.37 | \$31.10 | 8305 | Assistant | 48 | \$15.71 | \$20.05 |
| | Construction Site Development Data | | | | | Equipment Requisition Funds | | | |
| 7147 | Specialist | 50 | \$17.33 | \$22.10 | 4065 | Analysis/Forms Mgmt Supv | 58 | \$25.60 | \$32.65 |
| 7645 | Construction Supervisor | 58 | \$25.60 | \$32.65 | 4090 | Equipment Specialist | 52 | \$19.09 | \$24.37 |
| 7032 | Cross Connection Control Specialist | 56 | \$23.20 | \$29.62 | 0276 | E-Rate Program Specialist | 54 | \$21.04 | \$26.87 |
| 8100 | Custodial Leader | 46 | \$14.24 | \$18.19 | 0370 | Executive Legal Secretary | 55 | \$22.10 | \$28.23 |
| 8160 | Custodial Supervisor | 54 | \$21.04 | \$26.87 | | FACES - Family/School Engagement | | | |
| 8040 | Custodian | 43 | \$12.32 | \$15.71 | 0152 | Liaison | 52 | \$19.09 | \$24.37 |
| 1405 | Data Control Manager | 58 | \$25.60 | \$32.65 | | FACES - Family/School Engagement | | | |
| 1326 | Data Processing Machine Operator | 46 | \$14.24 | \$18.19 | 0153 | Liaison - Bilingual | 52 | \$19.09 | \$24.37 |
| 1487 | Data Research - Assessment Analyst | 58 | \$25.60 | \$32.65 | | Facilities & Equipment Safety | | | |
| 1482 | Data Systems Operator | 48 | \$15.71 | \$20.05 | 3240 | Inspection Manager | 57 | \$24.37 | \$31.10 |
| 1200 | Data Visualization Analyst I | 59 | \$26.87 | \$34.30 | | Facilities & Equipment Safety | | | |
| | Data Visualization Analyst II - Data | | | | 3200 | Inspector | 52 | \$19.09 | \$24.37 |
| 1201 | Focus | 63 | \$32.65 | \$41.68 | 7204 | Facilities Energy Inspector/Analyst | 54 | \$21.04 | \$26.87 |
| | Data Visualization Analyst II - Design | | | | 4402 | Facilities Operations Analyst | 57 | \$24.37 | \$31.10 |
| 1202 | Focus | 63 | \$32.65 | \$41.68 | | Facility Data Control and Claims | | | |
| 1515 | Database Administrator | 63 | \$32.65 | \$41.68 | 7660 | Representative | 59 | \$26.87 | \$34.30 |
| 1518 | Database Analyst III (Web-Based) | 62 | \$31.10 | \$39.71 | | Facility QA/QC Construction | | | |
| | Database Analyst III (Web-Based) - | | | | 7308 | Inspector/Manager | 57 | \$24.37 | \$31.10 |
| 1519 | Assessment and Accountability | 62 | \$31.10 | \$39.71 | | Facility Service Region | | | |
| | Database Analyst III Special | | | | 7655 | Representative | 59 | \$26.87 | \$34.30 |
| 1521 | Education Management Systems | 62 | \$31.10 | \$39.71 | 7650 | Facility Service Representative | 58 | \$25.60 | \$32.65 |
| | (SEMS) | | | | 8260 | Farm/Nursery Manager | 52 | \$19.09 | \$24.37 |
| 1526 | Database Services Specialist | 56 | \$23.20 | \$29.62 | | Federal Programs Teacher/Family | | | |
| 4300 | Demographic Specialist | 57 | \$24.37 | \$31.10 | 0185 | Aide | 43 | \$12.32 | \$15.71 |
| 4150 | Dispatcher | 47 | \$14.96 | \$19.09 | 0270 | Federal Projects Clerk | 46 | \$14.24 | \$18.19 |
| 3021 | Distribution Specialist I | 50 | \$17.33 | \$22.10 | 6180 | Field Supervisor | 56 | \$23.20 | \$29.62 |
| 3030 | District Mail Courier | 46 | \$14.24 | \$18.19 | 3120 | Film & Video Traffic Supervisor | 54 | \$21.04 | \$26.87 |
| 4404 | Document Control Specialist | 54 | \$21.04 | \$26.87 | 4053 | Fingerprint Technician | 47 | \$14.96 | \$19.09 |
| 7720 | Drafter | 55 | \$22.10 | \$28.23 | 7260 | Fire Equipment Technician | 55 | \$22.10 | \$28.23 |
| 7719 | Drafting and Records Manager | 58 | \$25.60 | \$32.65 | 7329 | Fire Equipment Technician Assistant | 51 | \$18.19 | \$23.20 |
| 7131 | Duplicating Equipment Technician | 53 | \$20.05 | \$25.60 | 7031 | Fire Sprinkler Technician | 56 | \$23.20 | \$29.62 |
| 1505 | EDP Operations Manager | 62 | \$31.10 | \$39.71 | 0090 | First Aide/Safety Assistant | 43 | \$12.32 | \$15.71 |
| 4240 | Educational Interpreter I | 46 | \$14.24 | \$18.19 | 6090 | Fleet Maintenance Manager | 58 | \$25.60 | \$32.65 |
| 4241 | Educational Interpreter II | 53 | \$20.05 | \$25.60 | 8119 | Floor Care Supervisor | 52 | \$19.09 | \$24.37 |
| 4242 | Educational Interpreter III | 54 | \$21.04 | \$26.87 | 8117 | Floor Care Technician | 48 | \$15.71 | \$20.05 |
| 4243 | Educational Interpreter IV | 55 | \$22.10 | \$28.23 | 7280 | Flooring Technician | 52 | \$19.09 | \$24.37 |
| | Educational Media Center | | | | 7275 | Food Service Equipment Technician | 54 | \$21.04 | \$26.87 |
| 3121 | Supervisor | 56 | \$23.20 | \$29.62 | | Food Service Facilities, Equipment, | | | |
| 4231 | Educational Transcriber | 54 | \$21.04 | \$26.87 | 5116 | and Maintenance Supervisor | 65 | \$36.01 | \$45.95 |
| 7010 | Electrician | 55 | \$22.10 | \$28.23 | | Food Service Facility Operations | | | |
| 7570 | Electrician Supervisor | 58 | \$25.60 | \$32.65 | 5115 | Supervisor | 52 | \$19.09 | \$24.37 |
| 7575 | Electronics Supervisor | 58 | \$25.60 | \$32.65 | | Food Service Maintenance | | | |
| 7390 | Electronics Technician II | 53 | \$20.05 | \$25.60 | 5305 | Supervisor | 58 | \$25.60 | \$32.65 |
| 0143 | Elementary School Clerk | 46 | \$14.24 | \$18.19 | | Food Service Maintenance | | | |
| | Energy Management and | | | | 7276 | Technician I | 50 | \$17.33 | \$22.10 |
| 7211 | Commissioning Supervisor | 62 | \$31.10 | \$39.71 | | Food Service Maintenance | | | |
| 7208 | Energy Management Supervisor | 58 | \$25.60 | \$32.65 | 7277 | Technician II | 51 | \$18.19 | \$23.20 |
| | Energy Management Systems | | | | 5110 | Food Service Manager I | 50 | \$17.33 | \$22.10 |
| 7207 | (EMS) Scheduler | 50 | \$17.33 | \$22.10 | 5113 | Food Service Manager I Floater | 50 | \$17.33 | \$22.10 |
| 7205 | Energy Management Technician I | 55 | \$22.10 | \$28.23 | 5120 | Food Service Manager II | 51 | \$18.19 | \$23.20 |
| 7206 | Energy Management Technician II | 56 | \$23.20 | \$29.62 | 5114 | Food Service Manager II Floater | 51 | \$18.19 | \$23.20 |
| | Enterprise Instructional Design | | | | 5275 | Food Service Personnel Manager | 60 | \$28.23 | \$36.01 |
| 1444 | Specialist Trainer | 57 | \$24.37 | \$31.10 | 5270 | Food Service Region Supervisor | 57 | \$24.37 | \$31.10 |
| | Enterprise Systems Integration | | | | | Food Service Software Support | | | |
| 1513 | Specialist | 62 | \$31.10 | \$39.71 | 5117 | Technician | 52 | \$19.09 | \$24.37 |
| 2118 | Environmental Project Monitor | 56 | \$23.20 | \$29.62 | 5001 | Food Service Specialist | 43 | \$12.32 | \$15.71 |
| | Environmental Project Monitor | | | | 5260 | Food Service Supervisor II | 55 | \$22.10 | \$28.23 |
| 2119 | Supervisor | 58 | \$25.60 | \$32.65 | 5300 | Food Service Warehouse Supervisor | 55 | \$22.10 | \$28.23 |
| 8315 | Equipment Operator Crew Leader | 52 | \$19.09 | \$24.37 | 5000 | Food Service Worker | 41 | \$11.16 | \$14.24 |

Support Personnel Titles And Salary Pay Grades

- Continued

Fiscal Year 2015-16

| Code | Title | Grade | Min Hr | Max Hr | Code | Title | Grade | Min Hr | Max Hr |
|------|--|-------|---------|---------|------|---------------------------------------|-------|---------|---------|
| 5010 | Food Service Worker Floater | 41 | \$11.16 | \$14.24 | 7100 | Intrusion Alarm Technician | 54 | \$21.04 | \$26.87 |
| 7270 | Furniture Repair Technician | 51 | \$18.19 | \$23.20 | 3015 | Inventory Control Clerk | 47 | \$14.96 | \$19.09 |
| 7565 | Furniture Repairer Supervisor | 58 | \$25.60 | \$32.65 | 8240 | Irrigation Systems Installer/Repairer | 50 | \$17.33 | \$22.10 |
| 8190 | Gardener I | 44 | \$12.92 | \$16.50 | 4226 | Itinerant Tester | 46 | \$14.24 | \$18.19 |
| 8200 | Gardener II | 46 | \$14.24 | \$18.19 | | Jobs for America's Graduates (JAG) | | | |
| | Geographic Information System | | | | 0150 | Multi-year Specialist | 49 | \$16.50 | \$21.04 |
| 4296 | (GIS) Analyst | 61 | \$29.62 | \$37.80 | 2045 | Junior Accountant | 54 | \$21.04 | \$26.87 |
| | Geographic Information System | | | | 8220 | Landscape and Grounds Supervisor | 58 | \$25.60 | \$32.65 |
| 4297 | (GIS) Senior Analyst | 63 | \$32.65 | \$41.68 | 8230 | Landscape Leader | 48 | \$15.71 | \$20.05 |
| | Geographic Information System | | | | 8235 | Landscape Technician | 52 | \$19.09 | \$24.37 |
| 6351 | (GIS) Transportation Technician I | 55 | \$22.10 | \$28.23 | | Landscaping and Grounds Assistant | | | |
| | Geographic Information System | | | | 8000 | Supervisor | 57 | \$24.37 | \$31.10 |
| 6352 | (GIS) Transportation Technician II | 58 | \$25.60 | \$32.65 | 3035 | Lead District Mail Courier | 49 | \$16.50 | \$21.04 |
| 7210 | Glazier | 52 | \$19.09 | \$24.37 | 0365 | Legal Secretary I | 48 | \$15.71 | \$20.05 |
| 1105 | Graphic Artist Assistant | 45 | \$13.58 | \$17.33 | 0360 | Legal Secretary II | 51 | \$18.19 | \$23.20 |
| 1110 | Graphic Artist I | 50 | \$17.33 | \$22.10 | 0105 | Library Aide | 40 | \$10.63 | \$13.58 |
| 1120 | Graphic Artist II | 55 | \$22.10 | \$28.23 | 7070 | Locksmith | 52 | \$19.09 | \$24.37 |
| 1030 | Graphic Artist Supervisor | 58 | \$25.60 | \$32.65 | 7187 | Logistics Specialist I | 48 | \$15.71 | \$20.05 |
| 1100 | Graphics Specialist | 54 | \$21.04 | \$26.87 | 7188 | Logistics Specialist II | 52 | \$19.09 | \$24.37 |
| | Grounds Assistant Supervisor - | | | | 7189 | Logistics Specialist III | 55 | \$22.10 | \$28.23 |
| 8005 | Equipment Operator | 57 | \$24.37 | \$31.10 | 7046 | Machinist Technician | 55 | \$22.10 | \$28.23 |
| | Grounds Assistant Supervisor - | | | | 3400 | Mail Services Manager | 54 | \$21.04 | \$26.87 |
| 8010 | Equipment Repair | 57 | \$24.37 | \$31.10 | | Mainframe Operations Scheduling | | | |
| 7090 | Grounds Equipment Technician | 50 | \$17.33 | \$22.10 | 1425 | Specialist | 55 | \$22.10 | \$28.23 |
| 7590 | Hardware/Locksmith Supervisor | 58 | \$25.60 | \$32.65 | 7300 | Maintenance Leader | 57 | \$24.37 | \$31.10 |
| | Hazardous Materials Field | | | | 7315 | Maintenance Leader - Carpenter | 57 | \$24.37 | \$31.10 |
| 2117 | Technician I | 56 | \$23.20 | \$29.62 | 7316 | Maintenance Leader - Electrical | 57 | \$24.37 | \$31.10 |
| 8110 | Head Custodian I | 47 | \$14.96 | \$19.09 | | Maintenance Leader - Electronics | | | |
| 8120 | Head Custodian II | 48 | \$15.71 | \$20.05 | 7317 | Equipment and Systems | 57 | \$24.37 | \$31.10 |
| 8130 | Head Custodian III | 52 | \$19.09 | \$24.37 | | Maintenance Leader - Fire Sprinkler | | | |
| 3090 | Heavy Truck Driver | 50 | \$17.33 | \$22.10 | 7327 | Systems | 57 | \$24.37 | \$31.10 |
| 1478 | Help Desk Analyst I | 52 | \$19.09 | \$24.37 | 7319 | Maintenance Leader - Flooring | 57 | \$24.37 | \$31.10 |
| 1479 | Help Desk Analyst II | 55 | \$22.10 | \$28.23 | 7320 | Maintenance Leader - Glazier | 57 | \$24.37 | \$31.10 |
| 7040 | HVACR Technician I | 54 | \$21.04 | \$26.87 | | Maintenance Leader - Hardware/ | | | |
| 7400 | HVACR Technician II | 56 | \$23.20 | \$29.62 | 7322 | Locksmith | 57 | \$24.37 | \$31.10 |
| | Industrial Arts Maintenance | | | | 7321 | Maintenance Leader - HVACR | 57 | \$24.37 | \$31.10 |
| 7635 | Supervisor | 58 | \$25.60 | \$32.65 | | Maintenance Leader - Office | | | |
| | Industrial Arts Maintenance | | | | 7325 | Machine Repair | 57 | \$24.37 | \$31.10 |
| 7160 | Technician | 54 | \$21.04 | \$26.87 | 7323 | Maintenance Leader - Painter | 57 | \$24.37 | \$31.10 |
| 0195 | Infant/Toddler Day Care Aide | 44 | \$12.92 | \$16.50 | 7324 | Maintenance Leader - Plumber | 57 | \$24.37 | \$31.10 |
| 0305 | Information Aide | 48 | \$15.71 | \$20.05 | 7326 | Maintenance Leader - Roofer | 57 | \$24.37 | \$31.10 |
| 4405 | Information and Records Manager | 60 | \$28.23 | \$36.01 | 7310 | Mason | 53 | \$20.05 | \$25.60 |
| 1542 | Information Control Specialist | 51 | \$18.19 | \$23.20 | 4796 | Master Control Specialist | 50 | \$17.33 | \$22.10 |
| 0124 | Information Liaison | 46 | \$14.24 | \$18.19 | 1050 | Media Specialist | 57 | \$24.37 | \$31.10 |
| 0285 | Information Processor | 45 | \$13.58 | \$17.33 | 1445 | Microcomputer Support Specialist | 52 | \$19.09 | \$24.37 |
| | Information Systems Help Desk | | | | 1475 | Microcomputer Systems Specialist | 55 | \$22.10 | \$28.23 |
| 1477 | Manager | 60 | \$28.23 | \$36.01 | 1473 | MIS/DP Technology Specialist | 58 | \$25.60 | \$32.65 |
| | Information Systems Help Desk | | | | 7055 | Mobile Crane Operator I | 52 | \$19.09 | \$24.37 |
| 1447 | Specialist | 53 | \$20.05 | \$25.60 | 7056 | Mobile Crane Operator II | 55 | \$22.10 | \$28.23 |
| 7011 | Infrared Thermographer (Electrical) | 56 | \$23.20 | \$29.62 | 7240 | Musical Instrument Technician | 54 | \$21.04 | \$26.87 |
| 0165 | In-House Suspension Teacher Aide | 41 | \$11.16 | \$14.24 | 1548 | Network Design Technician III | 58 | \$25.60 | \$32.65 |
| 0172 | Instructional Assistant (Bilingual) | 40 | \$10.63 | \$13.58 | 1558 | Network Technician I | 52 | \$19.09 | \$24.37 |
| | Instructional Assistant (Least | | | | 1559 | Network Technician II | 55 | \$22.10 | \$28.23 |
| 0192 | Restrictive Environment) | 40 | \$10.63 | \$13.58 | 1560 | Network Technician III | 58 | \$25.60 | \$32.65 |
| | Instructional Assistant (Physical | | | | 4200 | Office Manager | 53 | \$20.05 | \$25.60 |
| 0179 | Education) | 40 | \$10.63 | \$13.58 | 0123 | Office Specialist II | 45 | \$13.58 | \$17.33 |
| 0190 | Instructional Assistant (Teacher Aide) | 40 | \$10.63 | \$13.58 | 0126 | Office Specialist II - Bilingual | 45 | \$13.58 | \$17.33 |
| 7050 | Insulator | 54 | \$21.04 | \$26.87 | 0206 | Office Supervisor | 51 | \$18.19 | \$23.20 |
| 2112 | Insurance Services Manager | 62 | \$31.10 | \$39.71 | 1010 | Offset Machine Operator | 47 | \$14.96 | \$19.09 |
| 0133 | Intake Clerk | 46 | \$14.24 | \$18.19 | 1025 | Offset Machine Operator Leader | 51 | \$18.19 | \$23.20 |
| 4245 | Interpreter Specialist | 59 | \$26.87 | \$34.30 | 1040 | Offset Machine Operator Trainee | 41 | \$11.16 | \$14.24 |
| 4227 | Intervention Specialist | 49 | \$16.50 | \$21.04 | 0355 | Operations Clerk | 46 | \$14.24 | \$18.19 |
| 7576 | Intrusion Alarm Supervisor | 58 | \$25.60 | \$32.65 | 8165 | Operations Manager | 60 | \$28.23 | \$36.01 |

Support Personnel Titles And Salary Pay Grades - Continued

Fiscal Year 2015-16

| Code | Title | Grade | Min Hr | Max Hr | Code | Title | Grade | Min Hr | Max Hr |
|------|--------------------------------------|-------|---------|---------|------|-------------------------------------|-------|---------|---------|
| 8116 | Operations Supervisor - Floor Care | 57 | \$24.37 | \$31.10 | 7500 | Roofing Supervisor | 58 | \$25.60 | \$32.65 |
| 8104 | Operations Supervisor - Pest Control | 57 | \$24.37 | \$31.10 | 4250 | Safety and Health Lab Technician | 51 | \$18.19 | \$23.20 |
| | Organizational Management | | | | 4256 | Sample Control Clerk | 50 | \$17.33 | \$22.10 |
| 2085 | Business Specialist | 57 | \$24.37 | \$31.10 | 0100 | School Aide | 40 | \$10.63 | \$13.58 |
| 7080 | Painter | 52 | \$19.09 | \$24.37 | 0099 | School Aide - Bilingual | 40 | \$10.63 | \$13.58 |
| 7580 | Painter Supervisor | 58 | \$25.60 | \$32.65 | 0307 | School Banker | 46 | \$14.24 | \$18.19 |
| 0367 | Paralegal | 54 | \$21.04 | \$26.87 | 0310 | School Office Manager | 50 | \$17.33 | \$22.10 |
| 9961 | Para-Professional: Avid Tutor I | N/A | \$12.00 | N/A | 4145 | School Police Dispatcher | 51 | \$18.19 | \$23.20 |
| 9962 | Para-Professional: Avid Tutor II | N/A | \$15.00 | N/A | 4140 | School Police Dispatcher Supervisor | 55 | \$22.10 | \$28.23 |
| 9963 | Para-Professional: Avid Tutor III | N/A | \$18.00 | N/A | 4143 | School Police Lead Dispatcher | 53 | \$20.05 | \$25.60 |
| 9964 | Para-Professional: Avid Tutor IV | N/A | \$20.00 | N/A | 0144 | School/Community Facilitator | 40 | \$10.63 | \$13.58 |
| | Para-Professional: Instructional | | | | 0142 | School/Community Liaison | 50 | \$17.33 | \$22.10 |
| 9968 | Technology Lab Aide | 48 | \$15.71 | \$20.05 | 0220 | Secretary II | 46 | \$14.24 | \$18.19 |
| 9972 | Para-Professional: Tutor I | N/A | \$12.00 | N/A | 0230 | Secretary III | 48 | \$15.71 | \$20.05 |
| 9973 | Para-Professional: Tutor II | N/A | \$15.00 | N/A | 0231 | Secretary III - Bilingual | 48 | \$15.71 | \$20.05 |
| 9974 | Para-Professional: Tutor III | N/A | \$18.00 | N/A | 4025 | Security Specialist | 48 | \$15.71 | \$20.05 |
| 9975 | Para-Professional: Tutor IV | N/A | \$20.00 | N/A | | Security Systems Application | | | |
| 0194 | Parent/Guardian Mentor | 44 | \$12.92 | \$16.50 | 1492 | Manager | 64 | \$34.30 | \$43.76 |
| 2125 | Payroll Technician I | 46 | \$14.24 | \$18.19 | 1493 | Security Systems Design Manager | 64 | \$34.30 | \$43.76 |
| 2120 | Payroll Technician II | 49 | \$16.50 | \$21.04 | 1496 | Security Systems Support Technician | 58 | \$25.60 | \$32.65 |
| 4283 | Personnel Analyst | 53 | \$20.05 | \$25.60 | 4010 | Senior Attendance Officer | 53 | \$20.05 | \$25.60 |
| 0136 | Personnel Assistant | 47 | \$14.96 | \$19.09 | 2099 | Senior Claims Examiner | 57 | \$24.37 | \$31.10 |
| 0135 | Personnel Clerk | 46 | \$14.24 | \$18.19 | | Senior Code Compliance Inspector/ | | | |
| 4252 | Personnel Paydata Specialist | 49 | \$16.50 | \$21.04 | 7710 | Site Manager | 60 | \$28.23 | \$36.01 |
| 2031 | Personnel Paydata Supervisor | 54 | \$21.04 | \$26.87 | 0137 | Senior Documents Clerk | 46 | \$14.24 | \$18.19 |
| 8101 | Pest Control Supervisor | 50 | \$17.33 | \$22.10 | 0353 | Senior Electronics Technician | 61 | \$29.62 | \$37.80 |
| 8103 | Pest Control Technician | 44 | \$12.92 | \$16.50 | 8118 | Senior Floor Care Technician | 50 | \$17.33 | \$22.10 |
| 1150 | Photographer/Lithographer | 52 | \$19.09 | \$24.37 | 5280 | Senior Food Service Supervisor | 58 | \$25.60 | \$32.65 |
| 4221 | Physical Therapist Assistant | 50 | \$17.33 | \$22.10 | 5030 | Senior Food Service Worker | 46 | \$14.24 | \$18.19 |
| 7140 | Pipefitter | 55 | \$22.10 | \$28.23 | 5040 | Senior Food Service Worker Floater | 46 | \$14.24 | \$18.19 |
| 7706 | Plans Examiner | 59 | \$26.87 | \$34.30 | | Senior Information and Technology | | | |
| 5315 | Plant Manager | 61 | \$29.62 | \$37.80 | 1436 | Security Manager | 65 | \$36.01 | \$45.95 |
| 7030 | Plumber | 54 | \$21.04 | \$26.87 | | Senior Information Systems | | | |
| | Plumber/Pipefitter/Boiler Technician | | | | 1435 | Operator | 51 | \$18.19 | \$23.20 |
| 7620 | Supervisor | 58 | \$25.60 | \$32.65 | 0255 | Senior Maintenance Clerk | 46 | \$14.24 | \$18.19 |
| 7709 | Preventive Maintenance Manager | 58 | \$25.60 | \$32.65 | 1020 | Senior Offset Machine Operator | 49 | \$16.50 | \$21.04 |
| 7145 | Pricing Clerk | 47 | \$14.96 | \$19.09 | 8102 | Senior Pest Control Technician | 47 | \$14.96 | \$19.09 |
| 0181 | Principal Operations Support Clerk | 46 | \$14.24 | \$18.19 | 1472 | Senior Programming Analyst | 59 | \$26.87 | \$34.30 |
| 7711 | Program Development Specialist | 57 | \$24.37 | \$31.10 | 7154 | Senior Project Scheduler | 59 | \$26.87 | \$34.30 |
| 7155 | Project Scheduler | 57 | \$24.37 | \$31.10 | 2101 | Senior Risk Control Analyst | 58 | \$25.60 | \$32.65 |
| 4225 | Psychological Services Assistant | 49 | \$16.50 | \$21.04 | 2113 | Senior Risk Services Analyst | 57 | \$24.37 | \$31.10 |
| | Purchasing Analyst/Contract | | | | 1509 | Senior Systems Analyst | 62 | \$31.10 | \$39.71 |
| 7712 | Specialist | 58 | \$25.60 | \$32.65 | 4831 | Senior Telecommunication Specialist | 65 | \$36.01 | \$45.95 |
| 3025 | Purchasing Supervisor | 60 | \$28.23 | \$36.01 | 3050 | Senior Truck Driver | 51 | \$18.19 | \$23.20 |
| 3027 | Purchasing Supervisor II | 62 | \$31.10 | \$39.71 | | | | | |
| | Radio Communications and Video | | | | | | | | |
| 7192 | Equipment Installer | 54 | \$21.04 | \$26.87 | | | | | |
| 4290 | Real Property & Site Analyst | 54 | \$21.04 | \$26.87 | | | | | |
| 4110 | Realty Specialist | 56 | \$23.20 | \$29.62 | | | | | |
| 0286 | Records Processor | 46 | \$14.24 | \$18.19 | | | | | |
| 0147 | Recruitment Specialist | 57 | \$24.37 | \$31.10 | | | | | |
| 0148 | Recruitment Specialist - Bilingual | 57 | \$24.37 | \$31.10 | | | | | |
| 8020 | Recycling Specialist | 53 | \$20.05 | \$25.60 | | | | | |
| 0145 | Registrar I | 45 | \$13.58 | \$17.33 | | | | | |
| 0146 | Registrar II | 46 | \$14.24 | \$18.19 | | | | | |
| 7760 | Risk Assesor | 54 | \$21.04 | \$26.87 | | | | | |
| 2097 | Risk Control/Safety Manager | 62 | \$31.10 | \$39.71 | | | | | |
| | Risk Management Field Investigation | | | | | | | | |
| 2096 | Supervisor | 62 | \$31.10 | \$39.71 | | | | | |
| 2109 | Risk Services Analyst | 54 | \$21.04 | \$26.87 | | | | | |
| 2104 | Risk Services Technician | 48 | \$15.71 | \$20.05 | | | | | |
| 7220 | Roofer | 52 | \$19.09 | \$24.37 | | | | | |



Support Personnel Titles And Salary Pay Grades

Fiscal Year 2015-16

- Continued

| Code | Title | Grade | Min Hr | Max Hr | Code | Title | Grade | Min Hr | Max Hr |
|------|--|-------|---------|---------|------|---|-------|---------|---------|
| 4830 | Senior TV Engineer | 56 | \$23.20 | \$29.62 | 7336 | Support Staff Trainer - Maintenance Department | 51 | \$18.19 | \$23.20 |
| 6310 | Senior Vehicle/Heavy Duty Equipment Parts Clerk | 52 | \$19.09 | \$24.37 | 8035 | Support Staff Trainer - Operations Department | 51 | \$18.19 | \$23.20 |
| 3020 | Senior Warehouse | 53 | \$20.05 | \$25.60 | 4253 | Support Staff Training Supervisor - Student Support Services | 55 | \$22.10 | \$28.23 |
| 1541 | Server Administrator I | 58 | \$25.60 | \$32.65 | 6410 | Support Staff Training Supervisor - Transportation | 55 | \$22.10 | \$28.23 |
| 1529 | Server Administrator II | 60 | \$28.23 | \$36.01 | 7335 | Support Staff Training Supervisor - Maintenance Department | 55 | \$22.10 | \$28.23 |
| 1545 | Server Technician I | 52 | \$19.09 | \$24.37 | 8025 | Support Staff Training Supervisor - Operations Department | 55 | \$22.10 | \$28.23 |
| 1554 | Server Technician II | 55 | \$22.10 | \$28.23 | 1566 | Systems Administration Manager | 64 | \$34.30 | \$43.76 |
| 1553 | Server Technician III | 58 | \$25.60 | \$32.65 | 1467 | Systems Administrator | 63 | \$32.65 | \$41.68 |
| 0161 | Sign Language Aide | 45 | \$13.58 | \$17.33 | 7200 | Systems Control Technician | 55 | \$22.10 | \$28.23 |
| 7180 | Skilled Trades Assistant | 50 | \$17.33 | \$22.10 | 1464 | Systems Software Analyst | 62 | \$31.10 | \$39.71 |
| 6011 | Small Vehicle Operator | 44 | \$12.92 | \$16.50 | 1495 | Technical Support Manager | 64 | \$34.30 | \$43.76 |
| 1512 | Software Quality Assurance Manager | 64 | \$34.30 | \$43.76 | 1565 | Technology and Information System Services Database Administration Manager | 64 | \$34.30 | \$43.76 |
| 6110 | Special Education Bus Driver | 48 | \$15.71 | \$20.05 | 1561 | Technology and Information System Services Database Administrator I | 60 | \$28.23 | \$36.01 |
| 8115 | Special School Head Custodian | 47 | \$14.96 | \$19.09 | 1562 | Technology and Information System Services Database Administrator II | 62 | \$31.10 | \$39.71 |
| 0095 | Specialized Health Aide | 46 | \$14.24 | \$18.19 | 1563 | Technology and Information System Services Database Administrator III | 63 | \$32.65 | \$41.68 |
| 0097 | Specialized Procedures Nurse | 49 | \$16.50 | \$21.04 | 1530 | Technology Systems Specialist | 54 | \$21.04 | \$26.87 |
| 0160 | Specialized Programs Teacher Assistant | 41 | \$11.16 | \$14.24 | 0275 | Technology Training Specialist | 52 | \$19.09 | \$24.37 |
| 0162 | Specialized Programs Teacher Assistant II | 44 | \$12.92 | \$16.50 | 4791 | Telecommunication Specialist I | 55 | \$22.10 | \$28.23 |
| 0164 | Specialized Programs Teacher Assistant Training Specialist | 51 | \$18.19 | \$23.20 | 4811 | Telecommunication Specialist II | 59 | \$26.87 | \$34.30 |
| 8250 | Sprinkler Equipment Supervisor | 58 | \$25.60 | \$32.65 | 0122 | Temporary Clerical Assistant | 45-A | \$13.58 | N/A |
| 8245 | Sprinkler Equipment Technician | 51 | \$18.19 | \$23.20 | 8041 | Temporary Custodian | 43-A | \$12.32 | N/A |
| 8247 | Sprinkler Repairer Leader | 55 | \$22.10 | \$28.23 | 6131 | Temporary Driving Training Instructor | 49-A | \$16.50 | N/A |
| 4215 | Staff Trainer - Human Resources | 51 | \$18.19 | \$23.20 | 9000 | Temporary Food Service Worker | FS | \$10.00 | N/A |
| 4205 | Staff Training Supervisor - Human Resources | 55 | \$22.10 | \$28.23 | 3091 | Temporary Heavy Truck Driver | 50-A | \$17.33 | N/A |
| 4070 | Standards Specialist | 58 | \$25.60 | \$32.65 | 0102 | Temporary Transportation Aide-Special Education | 41-A | \$11.16 | N/A |
| 0265 | Statistical Clerk | 46 | \$14.24 | \$18.19 | 3001 | Temporary Warehouse I | 45-A | \$13.58 | N/A |
| 1514 | Student Information Systems Product Specialist | 62 | \$31.10 | \$39.71 | 4270 | Theater Manager | 55 | \$22.10 | \$28.23 |
| 1448 | Student Information Systems Specialist | 51 | \$18.19 | \$23.20 | 6080 | Tire Inspector/Repairer | 53 | \$20.05 | \$25.60 |
| 0280 | Student Program/Placement Processor | 52 | \$19.09 | \$24.37 | 0154 | Title I - FACES - Family/School Engagement Liaison | 52 | \$19.09 | \$24.37 |
| 4220 | Student Success Advocate | 49 | \$16.50 | \$21.04 | 0151 | Title I - Family Outreach Specialist/Family and Community Engagement Services (FACES) | 54 | \$21.04 | \$26.87 |
| 4229 | Student Success Advocate (Bilingual) | 49 | \$16.50 | \$21.04 | 0168 | Title I In-House Suspension Teacher Assistant III (S-W) | 45 | \$13.58 | \$17.33 |
| 9040 | Student Worker I | N/A | \$8.25 | N/A | 0169 | Title I In-House Suspension Teacher Assistant IV (S-W) | 47 | \$14.96 | \$19.09 |
| 0101 | Support Staff Assistant (Steps A-D) | 40 | \$10.63 | \$13.58 | 0201 | Title I Instructional Assistant III - Bilingual | 44 | \$12.92 | \$16.50 |
| 9080 | Support Staff Intern (Steps A-D) | 44 | \$12.92 | \$16.50 | 0186 | Title I Instructional Assistant III (Least Restrictive Environment) | 44 | \$12.92 | \$16.50 |
| | | | | | 0180 | Title I Instructional Assistant III (Physical Education) | 44 | \$12.92 | \$16.50 |
| | | | | | 0198 | Title I Instructional Assistant III (S-W) | 44 | \$12.92 | \$16.50 |
| | | | | | 0187 | Title I Instructional Assistant IV (Least Restrictive Environment) | 45 | \$13.58 | \$17.33 |
| | | | | | 0184 | Title I Instructional Assistant IV (Physical Education) | 45 | \$13.58 | \$17.33 |
| | | | | | 0199 | Title I Instructional Assistant IV (S-W) | 45 | \$13.58 | \$17.33 |
| | | | | | 0202 | Title I Instructional Assistant IV - Bilingual | 45 | \$13.58 | \$17.33 |
| | | | | | 0108 | Title I Library Assistant III (S-W) | 44 | \$12.92 | \$16.50 |



Support Personnel Titles And Salary Pay Grades - Continued

Fiscal Year 2015-16

| Code | Title | Grade | Min Hr | Max Hr | Code | Title | Grade | Min Hr | Max Hr |
|------|--|-------|---------|---------|------|--|-------|---------|---------|
| 0109 | Title I Library Assistant IV (S-W) | 47 | \$14.96 | \$19.09 | 7186 | Utility Worker II | 46 | \$14.24 | \$18.19 |
| 0182 | Title I Sign Language Aide III (S-W) | 46 | \$14.24 | \$18.19 | 4292 | Utilization/Capacity Specialist | 57 | \$24.37 | \$31.10 |
| 0183 | Title I Sign Language Aide IV (S-W) | 48 | \$15.71 | \$20.05 | | Vegas PBS - Administrative Office | | | |
| 0158 | Title I Specialized Programs Teacher Assistant III (S-W) | 45 | \$13.58 | \$17.33 | 4827 | Assistant | 48 | \$15.71 | \$20.05 |
| 0159 | Title I Specialized Programs Teacher Assistant IV (S-W) | 47 | \$14.96 | \$19.09 | 4818 | Vegas PBS - Assistant Accountant | 50 | \$17.33 | \$22.10 |
| 0203 | Title I Teacher/Family Assistant III - Bilingual | 46 | \$14.24 | \$18.19 | 4819 | Vegas PBS - Assistant to the General Manager | 51 | \$18.19 | \$23.20 |
| 0188 | Title I Teacher/Family Assistant III (S-W) | 46 | \$14.24 | \$18.19 | 4822 | Vegas PBS - Assistant Volunteer Specialist | 48 | \$15.71 | \$20.05 |
| 0204 | Title I Teacher/Family Assistant IV - Bilingual | 48 | \$15.71 | \$20.05 | 4817 | Vegas PBS - Communications Specialist | 49 | \$16.50 | \$21.04 |
| 0189 | Title I Teacher/Family Assistant IV (S-W) | 48 | \$15.71 | \$20.05 | 4813 | Vegas PBS - Development Department Assistant | 48 | \$15.71 | \$20.05 |
| 7181 | Trades Dispatcher/Scheduler | 50 | \$17.33 | \$22.10 | 4835 | Vegas PBS - Educational Media Services Office Specialist | 45 | \$13.58 | \$17.33 |
| 0358 | Transcriber/Recording Secretary | 53 | \$20.05 | \$25.60 | | Vegas PBS - Executive Assistant/ Recruitment/EEO/Diversity and | | | |
| 0104 | Transportation Aide-Special Education | 43 | \$12.32 | \$15.71 | 4829 | Compliance Supervisor | 57 | \$24.37 | \$31.10 |
| 6132 | Transportation Instructor | 52 | \$19.09 | \$24.37 | 4828 | Vegas PBS - Executive Secretary | 54 | \$21.04 | \$26.87 |
| 6150 | Transportation Investigator | 52 | \$19.09 | \$24.37 | 4816 | Vegas PBS - Fundraising/Event & Communication Assistant | 51 | \$18.19 | \$23.20 |
| 6401 | Transportation Operations Assistant | 52 | \$19.09 | \$24.37 | 3123 | Vegas PBS - Graphic Artist | 55 | \$22.10 | \$28.23 |
| 6400 | Transportation Operations Manager | 58 | \$25.60 | \$32.65 | | Vegas PBS - Media Relations | | | |
| 6330 | Transportation Operations Supervisor | 57 | \$24.37 | \$31.10 | 4815 | Specialist | 49 | \$16.50 | \$21.04 |
| 6340 | Transportation Routing & Scheduling Analyst | 55 | \$22.10 | \$28.23 | | Vegas PBS - Media/Library | | | |
| 6335 | Transportation Routing & Scheduling Assistant | 52 | \$19.09 | \$24.37 | 3122 | Specialist | 47 | \$14.96 | \$19.09 |
| 0350 | Transportation Routing & Scheduling Clerk | 46 | \$14.24 | \$18.19 | 4821 | Vegas PBS - Membership Specialist | 45 | \$13.58 | \$17.33 |
| 6350 | Transportation Routing & Scheduling Supervisor | 58 | \$25.60 | \$32.65 | 4834 | Vegas PBS - Office Supervisor- Content Department | 51 | \$18.19 | \$23.20 |
| 3040 | Truck Driver | 49 | \$16.50 | \$21.04 | 4814 | Vegas PBS - Office Supervisor- Workforce Department | 51 | \$18.19 | \$23.20 |
| 4840 | TV Assistant | 49 | \$16.50 | \$21.04 | | Vegas PBS - Programming and | | | |
| 4810 | TV Engineer II | 55 | \$22.10 | \$28.23 | 4833 | Traffic Assistant | 48 | \$15.71 | \$20.05 |
| 4880 | TV Member Services Manager | 59 | \$26.87 | \$34.30 | 4824 | Vegas PBS - Receptionist | 45 | \$13.58 | \$17.33 |
| 4895 | TV News and Production Manager | 62 | \$31.10 | \$39.71 | 4823 | Vegas PBS - Sales Assistant | 48 | \$15.71 | \$20.05 |
| 4870 | TV Operations Manager | 59 | \$26.87 | \$34.30 | 4820 | Vegas PBS - Volunteer Specialist | 50 | \$17.33 | \$22.10 |
| 4800 | TV Producer-Director I | 54 | \$21.04 | \$26.87 | | Vegas PBS - Workforce Training & Economic Dev Receptionist/ Customer Service Support - Bilingual | | | |
| 4850 | TV Producer-Director II | 55 | \$22.10 | \$28.23 | 4832 | Vegas PBS - Workforce Training & Economic Development Assistant | 45 | \$13.58 | \$17.33 |
| 4765 | Underwriting Representative | 59 | \$26.87 | \$34.30 | 4825 | Vegas PBS - Workforce Training & Economic Development Assistant | 48 | \$15.71 | \$20.05 |
| 1494 | User Support Services Manager | 64 | \$34.30 | \$43.76 | 6030 | Vehicle Body Repairer/Painter | 53 | \$20.05 | \$25.60 |
| 1491 | User Support Systems Product Specialist | 62 | \$31.10 | \$39.71 | 6070 | Vehicle Garage Shift Supervisor | 56 | \$23.20 | \$29.62 |
| 7185 | Utility Worker I | 45 | \$13.58 | \$17.33 | 6020 | Vehicle Maintenance Technician | 54 | \$21.04 | \$26.87 |
| | | | | | | Vehicle Maintenance Technician Assistant | 49 | \$16.50 | \$21.04 |
| | | | | | 6305 | Vehicle Parts Expediter | 44 | \$12.92 | \$16.50 |
| | | | | | 6040 | Vehicle Radiator Repair Technician | 54 | \$21.04 | \$26.87 |
| | | | | | 6000 | Vehicle Service Worker | 47 | \$14.96 | \$19.09 |
| | | | | | 6010 | Vehicle/Garage Attendant | 41 | \$11.16 | \$14.24 |
| | | | | | | Vehicle/Heavy Duty Equipment Parts Clerk | | | |
| | | | | | 6300 | Vehicle/Heavy Duty Equipment Parts Clerk | 47 | \$14.96 | \$19.09 |
| | | | | | | Vehicle/Heavy Duty Equipment Parts Warehouse Supervisor | | | |
| | | | | | 6325 | Warehouse Supervisor | 58 | \$25.60 | \$32.65 |
| | | | | | 0300 | Visually Handicapped Aide | 46 | \$14.24 | \$18.19 |
| | | | | | 0302 | Visually Impaired Assistant I | 45 | \$13.58 | \$17.33 |
| | | | | | 0304 | Visually Impaired Assistant II | 47 | \$14.96 | \$19.09 |
| | | | | | | Voice Communication Network Manager | | | |
| | | | | | 1546 | Voice Communication Network Manager | 64 | \$34.30 | \$43.76 |
| | | | | | | Voice Communication Network Supervisor | | | |
| | | | | | 1547 | Voice Communication Network Supervisor | 61 | \$29.62 | \$37.80 |
| | | | | | | Voice Communication Network Technican | | | |
| | | | | | 7193 | Voice Communication Network Technican | 56 | \$23.20 | \$29.62 |



Support Personnel Titles And Salary Pay Grades - Continued

Fiscal Year 2015-16

| Code | Title | Grade | Min Hr | Max Hr |
|------|-----------------------------------|-------|---------|---------|
| 5310 | Warehouse/Distribution Supervisor | 57 | \$24.37 | \$31.10 |
| 3000 | Warehouser I | 45 | \$13.58 | \$17.33 |
| 3010 | Warehouser II | 47 | \$14.96 | \$19.09 |
| 7703 | Warranty Program Specialist | 58 | \$25.60 | \$32.65 |
| 7704 | Warranty Program Supervisor | 60 | \$28.23 | \$36.01 |
| 8246 | Water Manager | 54 | \$21.04 | \$26.87 |
| 7230 | Water Treatment Technician | 54 | \$21.04 | \$26.87 |
| 1543 | Web Designer I | 57 | \$24.37 | \$31.10 |
| 1536 | Web Designer II | 59 | \$26.87 | \$34.30 |
| 1537 | Web Designer III | 62 | \$31.10 | \$39.71 |
| 1535 | Web Designer/Programmer | 55 | \$22.10 | \$28.23 |
| 1538 | Web Programmer II | 59 | \$26.87 | \$34.30 |
| 1539 | Web Programmer III | 62 | \$31.10 | \$39.71 |
| 7250 | Welder | 55 | \$22.46 | \$28.68 |
| | Work Management Help Desk | | | |
| 7184 | Specialist | 52 | \$19.09 | \$24.37 |
| 0290 | Zoning Clerk | 45 | \$13.58 | \$17.33 |

Remote Pay

Full-time support employees assigned to remote or isolated areas as of July 31, 2003, shall receive an incentive allotment in addition to their regular salary. Following are the rates:

| | | | |
|------------------------------|---------|-----------------|---------|
| Calville Bay (Resident Only) | \$1,200 | Mt. Charleston | \$1,200 |
| Goodsprings | 1,600 | Sandy Valley | 1,600 |
| Indian Springs | 1,200 | Searchlight | 1,600 |
| Laughlin | 2,000 | Spring Mountain | 1,200 |
| Moapa Valley | 1,200 | Virgin Valley | 1,200 |

Employees new to these remote or isolated areas on August 1, 2003, and thereafter shall not receive remote pay.

Effective with the 1991-92 school year, support staff personnel at Blue Diamond will no longer receive remote pay. Support staff employed at Blue Diamond prior to the 1991-92 school year shall continue to receive remote pay in the amount of \$1,200 as long as they are employed at Blue Diamond.

Longevity Steps:

| District Service | Amount |
|------------------|--------|
| 25 and 26 years | \$ 500 |
| 27 and 28 years | 750 |
| 29+ years | 1,000 |

Support Staff Personnel Pay Grades And Hourly Rates

Fiscal Year 2015-16

| Grade | A1 | B1 | C1 | D1 | E1 | F1 | F2 | G1 ¹ | G2 ¹ | H1 ² | H2 ² | I1 ³ |
|-------|---------|---------|---------|---------|---------|---------|---------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 40 | \$10.63 | \$11.16 | \$11.72 | \$12.32 | \$12.92 | \$13.58 | \$13.91 | \$14.24 | \$14.61 | \$14.96 | \$15.34 | \$15.71 |
| 41 | 11.16 | 11.72 | 12.32 | 12.92 | 13.58 | 14.24 | 14.61 | 14.96 | 15.34 | 15.71 | 16.11 | 16.50 |
| 42 | 11.72 | 12.32 | 12.92 | 13.58 | 14.24 | 14.96 | 15.34 | 15.71 | 16.11 | 16.50 | 16.90 | 17.33 |
| 43 | 12.32 | 12.92 | 13.58 | 14.24 | 14.96 | 15.71 | 16.11 | 16.50 | 16.90 | 17.33 | 17.76 | 18.19 |
| 44 | 12.92 | 13.58 | 14.24 | 14.96 | 15.71 | 16.50 | 16.90 | 17.33 | 17.76 | 18.19 | 18.65 | 19.09 |
| 45 | 13.58 | 14.24 | 14.96 | 15.71 | 16.50 | 17.33 | 17.76 | 18.19 | 18.65 | 19.09 | 19.56 | 20.05 |
| 46 | 14.24 | 14.96 | 15.71 | 16.50 | 17.33 | 18.19 | 18.65 | 19.09 | 19.56 | 20.05 | 20.55 | 21.04 |
| 47 | 14.96 | 15.71 | 16.50 | 17.33 | 18.19 | 19.09 | 19.56 | 20.05 | 20.55 | 21.04 | 21.57 | 22.10 |
| 48 | 15.71 | 16.50 | 17.33 | 18.19 | 19.09 | 20.05 | 20.55 | 21.04 | 21.57 | 22.10 | 22.66 | 23.20 |
| 49 | 16.50 | 17.33 | 18.19 | 19.09 | 20.05 | 21.04 | 21.57 | 22.10 | 22.66 | 23.20 | 23.79 | 24.37 |
| 50 | 17.33 | 18.19 | 19.09 | 20.05 | 21.04 | 22.10 | 22.66 | 23.20 | 23.79 | 24.37 | 24.98 | 25.60 |
| 51 | 18.19 | 19.09 | 20.05 | 21.04 | 22.10 | 23.20 | 23.79 | 24.37 | 24.98 | 25.60 | 26.23 | 26.87 |
| 52 | 19.09 | 20.05 | 21.04 | 22.10 | 23.20 | 24.37 | 24.98 | 25.60 | 26.23 | 26.87 | 27.54 | 28.23 |
| 53 | 20.05 | 21.04 | 22.10 | 23.20 | 24.37 | 25.60 | 26.23 | 26.87 | 27.54 | 28.23 | 28.91 | 29.62 |
| 54 | 21.04 | 22.10 | 23.20 | 24.37 | 25.60 | 26.87 | 27.54 | 28.23 | 28.91 | 29.62 | 30.37 | 31.10 |
| 55 | 22.10 | 23.20 | 24.37 | 25.60 | 26.87 | 28.23 | 28.91 | 29.62 | 30.37 | 31.10 | 31.89 | 32.65 |
| 56 | 23.20 | 24.37 | 25.60 | 26.87 | 28.23 | 29.62 | 30.37 | 31.10 | 31.89 | 32.65 | 33.48 | 34.30 |
| 57 | 24.37 | 25.60 | 26.87 | 28.23 | 29.62 | 31.10 | 31.89 | 32.65 | 33.48 | 34.30 | 35.15 | 36.01 |
| 58 | 25.60 | 26.87 | 28.23 | 29.62 | 31.10 | 32.65 | 33.48 | 34.30 | 35.15 | 36.01 | 36.91 | 37.80 |
| 59 | 26.87 | 28.23 | 29.62 | 31.10 | 32.65 | 34.30 | 35.15 | 36.01 | 36.91 | 37.80 | 38.75 | 39.71 |
| 60 | 28.23 | 29.62 | 31.10 | 32.65 | 34.30 | 36.01 | 36.91 | 37.80 | 38.75 | 39.71 | 40.68 | 41.68 |
| 61 | 29.62 | 31.10 | 32.65 | 34.30 | 36.01 | 37.80 | 38.75 | 39.71 | 40.68 | 41.68 | 42.73 | 43.76 |
| 62 | 31.10 | 32.65 | 34.30 | 36.01 | 37.80 | 39.71 | 40.68 | 41.68 | 42.73 | 43.76 | 44.87 | 45.95 |
| 63 | 32.65 | 34.30 | 36.01 | 37.80 | 39.71 | 41.68 | 42.73 | 43.76 | 44.87 | 45.95 | 47.10 | 48.25 |
| 64 | 34.30 | 36.01 | 37.80 | 39.71 | 41.68 | 43.76 | 44.87 | 45.95 | 47.10 | 48.25 | 49.47 | 50.66 |
| 65 | 36.01 | 37.80 | 39.71 | 41.68 | 43.76 | 45.95 | 47.10 | 48.25 | 49.47 | 50.66 | 51.94 | 53.19 |

(1) Longevity Step: Requires ten (10) years of service with the District (employee must be on Step F before advancement to Step G)

(2) Longevity Step: Requires fifteen (15) years of service with the District (employee must be on Step G before advancement to Step H)

(3) Longevity Step: Requires twenty (20) years of service with the District (employee must be on Step H before advancement to Step I)

Budget Formulas For Allocating Support Staff Personnel

Fiscal Year 2015-16

A. Senior High Schools¹

| 1. Clerical Entitlement ² | | | | Number Of Hours Per Day By School Enrollment | | | | |
|---|------|-----------|-----------------|--|------------------|------------------|----------|----------|
| Position | Code | Pay Grade | Months Per Year | 0 | 500 | 1,000 | 1,700 | 2,600 |
| | | | | To 499 | To 999 | To 1,699 | To 2,599 | To 3,750 |
| Admin. School Secretary | 0320 | 50 | 12* | 8 | 8 | 8 | 8 | 8 |
| Registrar II ⁹ | 0146 | 46 | 12* | 4 | 8 | 8 | 8 | 8 |
| School Banker | 0307 | 46 | 12* | 4 | 4 | 4 | 8 | 8 |
| Offset Machine Operator | 1010 | 47 | 12* | 4 | 4 | 8 | 8 | 8 |
| Off. Spec. II ³ (Asst. Principal's Office) | 0123 | 45 | 11 | -----One per Assistant Principal----- | | | | |
| Off. Spec. II ⁴ (Attendance Office) | 0123 | 45 | 10 | 4 | 4 | 8 | 8 | 12 |
| Off. Spec. II (Dean's Office) | 0123 | 45 | 9 | 6 | 6 | 6 | 7 | 7 |
| Off. Spec. II (Counselor's Office) | 0123 | 45 | 9 | 3.5 ⁵ | 3.5 ⁵ | 3.5 ⁵ | 7 | 7 |
| Clerk I (Library/Audio Visual) | 0110 | 40 | 9 | 0 | 7 | 7 | 14 | 14 |

*11-month assignment if principal is also on an 11-month contract

| 2. Additional Support Staff | | | | Number Of Hours Per Day By School Enrollment | | | | |
|--------------------------------------|-----------|-----------|-----------------|--|--------|----------|----------|----------|
| Position | Code | Pay Grade | Months Per Year | 0 | 500 | 1,000 | 1,700 | 2,600 |
| | | | | To 499 | To 999 | To 1,699 | To 2,599 | To 3,750 |
| First Aid Safety Assistant | 0090 | 43 | 9 | 6 | 6 | 6 | 6 | 6 |
| Campus Security Monitor ⁹ | 4170 | 44 | 9 | 7 | 14 | 22* | 22* | 22* |
| School Police Officer ¹ | 0021 | 31 | 11 | 0 | 0 | 16 | 16 | 16 |
| Gardener I/II ⁶ | 8190/8200 | 44/46 | 12 | 0 | 8 | 8 | 8 | 8 |
| Building Engineer ⁶ | 7120 | 52 | 12 | 8 | 8 | 8 | 8 | 8 |
| Head Custodian II/III | 8120/8130 | 48/52 | 12 | 8 | 8 | 8 | 8 | 8 |
| Custodial Leader | 8100 | 46 | 12 | 8 | 8 | 8 | 8 | 8 |
| Food Service Manager I | 5110 | 50 | 9 | 8 | 8 | 0 | 0 | 0 |
| Food Service Manager II | 5120 | 51 | 9 | 0 | 0 | 8 | 8 | 8 |

*22 hours unless the school is assigned a School Police Officer-then 14 hours

B. Middle Schools¹

| 1. Clerical Entitlement ² | | | | Number Of Hours Per Day By School Enrollment | | | | | |
|---|------|-----------|-----------------|--|--------|----------|----------|----------|----------|
| Position | Code | Pay Grade | Months Per Year | 0 | 525 | 875 | 1,225 | 1,400 | 1,575 |
| | | | | To 524 | To 874 | To 1,224 | To 1,399 | To 1,574 | To 2,600 |
| Admin. School Secretary | 0320 | 50 | 11 | 8 | 8 | 8 | 8 | 8 | 8 |
| Registrar I ⁴ | 0145 | 45 | 11 | 8 | 8 | 8 | 8 | 8 | 8 |
| Offset Machine Operator | 1010 | 47 | 10 | 8 | 8 | 8 | 8 | 8 | 8 |
| Off. Spec. II ³ (Asst. Principal's Office) | 0123 | 45 | 11 | ----- One per Assistant Principal ----- | | | | | |
| Off. Spec. II ⁴ | 0123 | 45 | 10 | 6 | 6 | 8 | 8 | 8 | 8 |
| Off. Spec. II | 0123 | 45 | 11 | 0 | 0 | 0 | 4 | 8 | 8 |
| Clerk I | 0110 | 40 | 9 | 0 | 0 | 0 | 0 | 0 | 7 |
| 2. Additional Support Staff | | | | Number Of Hours Per Day By School Enrollment | | | | | |
| Position | Code | Pay Grade | Months Per Year | 0 | 525 | 875 | 1,225 | 1,400 | 1,575 |
| | | | | To 524 | To 874 | To 1,224 | To 1,399 | To 1,574 | To 2,600 |
| First Aid Safety Assistant | 0090 | 43 | 9 | 6 | 6 | 6 | 6 | 6 | 6 |
| Campus Security Monitor ⁹ | 4170 | 44 | 9 | 7 | 14 | 14 | 14 | 14 | 22* |
| Head Custodian II | 8120 | 48 | 12 | 8 | 8 | 8 | 8 | 8 | 8 |
| Food Service Manager II | 5120 | 51 | 9 | 8 | 8 | 8 | 8 | 8 | 8 |
| In House Suspension Aide | 0165 | 41 | 9 | 7 | 7 | 7 | 7 | 7 | 7 |

*22 hours unless the school is assigned a School Police Officer-then 14 hours

Budget Formulas For Allocating Support Staff Personnel - Continued

Fiscal Year 2015-16

Auxiliary Entitlement--Approved By Specified Department For Middle And Senior High Schools

| Position | Code | Pay Grade | Months Per Year | Number Of Employees Based On Other Contingencies |
|--|------------|-----------|-----------------|--|
| Custodian | 8040 | 43 | 12 | Custodial hours are assigned by the Operations Department as needed, based on square footage of school site, number of classrooms, lunch hours, number/size of gymnasiums, etc. |
| Food Service Worker | 5000 | 41 | 9 | Number and hours of food service workers are assigned by the Food Service Department based on student participation in the food service program at each high school. |
| Instructional Assistant (Fine Arts Programs) | 0190 | 40 | 9 | One six-hour employee is assigned per teacher when enrollment in Fine Arts Programs (art, band, chorus, debate, orchestra, etc.) reaches 240 students. |
| Instructional Assistant ⁷ (Second Language Programs) | 0190 | 40 | 9 | One six-hour employee may be assigned to each teacher in schools where second language programs exist based on available funds. Schools with four or more classes or second language program magnet schools with combination classes are considered first. |
| Instructional Assistant (In lieu of a Teacher) | 0190 | 40 | 9 | Hours must be approved by Licensed Personnel in lieu of a teacher (middle schools only). |
| Instructional Asst./Federal Programs Teacher/Family Aide (Title I Program) | 0190/ 0185 | 40/43 | 9 | One seven-hour employee is assigned to each site where an elementary Title I program exists plus one six-hour employee is assigned to each additional unit pending federal funds and program design (middle schools only). |
| Instructional Assistant (Special Ed Resource) | 0190 | 40 | 9 | Instructional assistants are assigned to schools to assist with academic, behavioral, and transition needs of students with disabilities. The number of hours assigned to schools is identified in the Elementary or Secondary Schools Special Education Resource Classroom Unit Allocation Formula. |
| Specialized Programs Teacher Assistant ⁸ (Special Education) | 0160 | 41 | 9 | One six-hour Specialized Programs Teacher Assistant is assigned per self-contained program specified by the Student Support Services Division. |
| School Police Officer | 0021 | 31 | 11 | One eight-hour school police officer may be assigned to a middle school based on need as recommended by the Deputy Superintendent of Instruction. |

¹ Any position authorized above the entitlement listed below will be reviewed annually in April by Human Resources and the Deputy Superintendent of Instruction.

² Clerical staffing will be adjusted after the "Human Resources Staffing Count Day" in September for the balance of the current school year.

³ One eight-hour Office Specialist II will be assigned when the enrollment reaches 500 (600-MS/JHS), two when it reaches 1,300 (1,500-MS/JHS), three when it reaches 1,800, and four when it reaches 2,900 or above. Office Specialist II's are assigned only when the number of Assistant Principals increases.

⁴ Office Specialist II positions may be assigned to any of the following: attendance, registrar, dean, and/or counselor's office.

⁵ These positions are compensated at 4.1 hours; however, if combined, they may not exceed 7.5 hours per employee.

⁶ The deployment of these earned positions has, at times, been redirected to other critical maintenance/operations positions as determined by the Associate Superintendent, Facilities Division.

⁷ When funds are available, a nine-month, seven-hour teacher/family aide (0185) may also be added.

⁸ **SPECIALIZED PROGRAMS TEACHER ASSISTANT (SPECIAL EDUCATION):**

| | |
|--|--|
| Blind, Partially Sighted (Visually Impaired Program) | Physical, Multiple Preschool, Diversely Handicapped, and Deaf-Blind Programs |
| Communicatively Behaviorally Challenged | Physically Challenged |
| Deaf, Hard of Hearing (Hearing Impaired Program) | Specialized Emotionally Handicapped |
| Diagnostic Center | Specialized Learning Disabled |
| Early Childhood | Specialized Speech-Language Handicapped |
| Educable Mentally Challenged, Trainable | Trainable and Severely Mentally Challenged |
| Mentally Challenged | Transitional First Grade, Traumatic Brain Injured |

⁹ The Deputy Superintendent of Instruction may authorize an increase in hours assigned to small high schools. A recommendation for such an increase will be made in writing to the appropriate administrator, Human Resources Division.

Budget Formulas For Allocating Support Staff Personnel - Continued

Fiscal Year 2015-16

C. Elementary Schools¹

| 1. Clerical Entitlement ² | | | | Number Of Hours Per Day By School Enrollment | | | |
|--|------|-----------|-----------------|--|----------------|----------------|----------------|
| Position | Code | Pay Grade | Months Per Year | 0 | 400 | 1,000 | 1,400 |
| | | | | To 399 | To 999 | To 1,399 | To 1,799 |
| School Office Manager | 0310 | 50 | 11 | 8 | 8 | 8 | 8 |
| Elementary School Clerk | 0143 | 46 | 11 | 8 | 8 | 8 | 8 |
| Office Specialist II | 0123 | 45 | 11 | 0 | 0 | 8 | 16 |
| First Aid Safety Assistant | 0090 | 43 | 9 | 6 | 6 | 6 | 6 |
| 2. Additional Support Staff | | | | Number Of Hours Per Day By School Enrollment | | | |
| Position | Code | Pay Grade | Months Per Year | 400 ³ | 600 | 800 | 1,000 |
| | | | | To 599 | To 799 | To 999 | To 1,199 |
| School Aide ⁴ (Office, Playground, Media) | 0100 | 40 | 10 | 7 ⁴ | 7 ⁴ | 7 ⁴ | 7 ⁴ |
| Library Aide ⁵ | 0105 | 40 | 9 | 4 | 5 | 6 | 7 |
| Head Custodian I | 8110 | 47 | 12 | 8 | 8 | 8 | 8 |
| Food Service Manager I ⁶ | 5110 | 50 | 9 | 8 | 8 | 8 | 8 |

D. Elementary Year-Round Schools¹

| 1.Clerical Entitlement ² | | | | Number of Hours Per Day by School Enrollment | | | | |
|--|------|-----------|-----------------|--|--------|----------|----------|----------|
| Position | Code | Pay Grade | Months Per Year | 0 | 900 | 1,000 | 1,100 | 1,200 |
| | | | | to 899 | to 999 | to 1,099 | to 1,199 | to 2,499 |
| School Office Manager | 0310 | 50 | 12 | 8 | 8 | 8 | 8 | 8 |
| Elementary Sch. Clerk | 0143 | 46 | 12 | 8 | 8 | 8 | 8 | 8 |
| Off. Spec. II | 0123 | 45 | 12 | 2 | 5 | 8 | 11 | 13 |
| First Aid Safety Assistant | 0090 | 43 | 11 | 6 | 6 | 6 | 6 | 6 |
| 2.Additional Support Staff | | | | Number of Hours Per Day by School Enrollment | | | | |
| Position | Code | Pay Grade | Months Per Year | 400 ³ | 600 | 800 | 1,000 | |
| | | | | to 599 | to 799 | to 999 | to 2,499 | |
| School Aide ⁴ (Office, Playground, Media) | 0100 | 40 | 11 | 6 | 7 | 8 | 9 | |
| Library Aide ⁵ | 0105 | 40 | 11 | 4 | 5 | 6 | 7 | |
| Head Custodian I | 8110 | 47 | 12 | 8 | 8 | 8 | 8 | |
| Food Service Manager I ⁶ | 5110 | 50 | 11 | 8 | 8 | 8 | 8 | |

E. Prime 6 Schools¹

| 1. Clerical Entitlement ² | | | | Number Of Hours Per Day By School Enrollment | | | |
|--|------|-----------|-----------------|--|----------------|----------------|----------------|
| Position | Code | Pay Grade | Months Per Year | 0 | 400 | 1,000 | 1,400 |
| | | | | To 399 | To 999 | To 1,399 | To 2,499 |
| School Office Manager | 0310 | 50 | 11 | 8 | 8 | 8 | 8 |
| Elementary School Clerk | 0143 | 46 | 11 | 8 | 8 | 8 | 8 |
| Office Specialist II | 0123 | 45 | 10 | 0 | 0 | 8 | 8 |
| First Aid Safety Assistant | 0090 | 43 | 9 | 7 | 7 | 7 | 7 |
| School Community Facilitator | 0144 | 40 | 9 | 7 | 7 | 7 | 7 |
| 2. Additional Support Staff | | | | Number Of Hours Per Day By School Enrollment | | | |
| Position | Code | Pay Grade | Months Per Year | 400 ³ | 600 | 800 | 1,000 |
| | | | | To 599 | To 799 | To 999 | To 2,499 |
| School Aide ⁴ (Office, Playground, Media) | 0100 | 40 | 10 | 7 ⁴ | 7 ⁴ | 7 ⁴ | 7 ⁴ |
| Library Aide ⁵ | 0105 | 40 | 9 | 4 | 5 | 6 | 7 |
| Head Custodian I | 8110 | 47 | 12 | 8 | 8 | 8 | 8 |
| Food Service Manager I ⁶ | 5110 | 50 | 9 | 8 | 8 | 8 | 8 |
| Campus Security Monitor | 4170 | 44 | 9 | 15 | 15 | 15 | 15 |

Budget Formulas For Allocating Support Staff Personnel - Continued

Fiscal Year 2015-16

Auxiliary Entitlement--Approved By Specified Department For Elementary Schools

| Position | Code | Pay Grade | Months Per Year | Number Of Employees Based On Other Contingencies |
|---|---------------|-----------------|-----------------|---|
| Custodian | 8040 | 43 | 12 | Custodial hours are assigned by the Operations Department as needed, based on square footage of school site, number of classrooms, lunch hours, number/size of gymnasiums, etc. |
| Senior Food Service Worker | 5030 | 46 | 9 | One five- to six-hour worker is assigned by the Food Service Department if there is no "on-site" food preparation. |
| Food Service Worker | 5000 | 41 | 9 | Number and hours of food service workers are assigned by the Food Service Department based on student participation in the food service program at each elementary school. |
| Substitute Food Service Worker | 9000/ 9010 | \$10.00/ hr. | 9 | Number and hours of food service workers are assigned by the Food Service Department based on student participation in the food service program at each elementary school. |
| Instructional Assistant (PE Program) | 0190 | 40 | 9 | One six-hour employee is assigned to each elementary PE teacher. |
| Instructional Assistant ⁷ (Second Language Programs) | 0190 | 40 | 9 | One six-hour employee may be assigned to each teacher in schools where second language programs exist based on available funds. Schools with four or more classes or Second Language Programs magnet classes are considered first. |
| Instructional Assistant ⁸ (In lieu of a Teacher) | 0190 | 40 | 9 | Twelve hours may be approved by Licensed Personnel in lieu of one teacher. |
| Instructional Assistant (Special Ed Resource Room) | 0190 | 40 | 9 | Instructional assistants are assigned to schools to assist with academic, behavioral, and transition needs of students with disabilities. The number of hours assigned to schools is identified in the Elementary or Secondary Schools Special Education Resource Classroom Unit Allocation Formula. |
| Instructional Assistant (Kindergarten Program) (Prime 6 only) | 0190 | 40 | 9 | One six-hour instructional assistant is assigned for each full-time kindergarten teacher or a three-hour instructional assistant for half-time teacher assignments. One four-hour instructional assistant is assigned to each half unit of Title I kindergarten. One seven-hour instructional assistant is assigned to each full unit of Title I kindergarten. One seven-hour employee is assigned to each site where a Title I pre-kindergarten program exists. |
| Instructional Asst./Federal Programs Teacher/Family Aide ⁹ (Title I Program) | 0190/ 0185 | 40/43 | 9 | One seven-hour employee is assigned to each site where an elementary Title I program exists plus one six-hour employee is assigned to each additional unit. |
| Specialized Programs Teacher Assistant ¹⁰ (Special Education) | 0160 | 41 | 9 | One six-hour Specialized Programs Teacher Assistant is assigned per self-contained program specified by the Student Support Services Division. |
| Attendance Officer | 4000 | 50 | 9 | One eight-hour attendance officer is authorized for each 10,000 students or major fraction thereof. The attendance officer is assigned to serve a specified area of the school district including both elementary and secondary schools. |

¹ Any position authorized above the entitlement listed below will be reviewed annually in April by Human Resources and the Deputy Superintendent of Instruction.

² Clerical staffing will be adjusted after the "Human Resources Staffing Count Day" in September for the balance of the current year.

³ Schools where enrollments are from 0-399 receive entitlement based upon the recommendations of the Deputy Superintendent of Instruction, Support Staff Personnel, and the specific principal.

⁴ Formula is based on both transiency (weighted at 30%) and student enrollment (weighted at 70%). Using the transiency and enrollment formula, the top 75% school aides will become 10-month / 7.0 hour positions and the lower 25% will become 6.5 hour positions. 10-month elementary school aide positions will not be more than 7-hour positions.

⁵ Library aide hours are based on the projected spring enrollment and will not be adjusted in the fall.

⁶ Elementary schools must have "on-site" food preparation to receive a food service manager.

⁷ When funds are available, a seven-hour teacher/family aide (0185) may also be added.

⁸ When enrollment does not warrant the full twelve hours, a fraction thereof may be approved.

⁹ Title I formulas are contingent upon available federal funds and program design which may vary from year to year.

Budget Formulas For Allocating Certain Support Staff Personnel - Continued

Fiscal Year 2015-16

¹⁰ Specialized programs teacher assistant (special education):

Blind, Partially Sighted (Visually Impaired Program)
 Communicatively Behaviorally Challenged
 Deaf, Hard of Hearing (Hearing Impaired Program)
 Diagnostic Center
 Early Childhood
 Educable Mentally Challenged, Trainable
 Mentally Challenged

Physical, Multiple Preschool, Diversely Handicapped, and Deaf-Blind Programs
 Physically Challenged
 Specialized Emotionally Handicapped
 Specialized Learning Disabled
 Specialized Speech-Language Handicapped
 Trainable and Severely Mentally Challenged
 Transitional First Grade
 Traumatic Brain Injured

Fringe Benefit Rates

Fiscal Year 2015-16

The following rates are used to compute fringe benefits for all District employees:

| Fringe Benefit | Rate |
|--|--------------------|
| Public Employees' Retirement System (PERS) | 28% |
| Police Officers who participate in the PERS— Police/Fire Retirement System | 40.50% |
| Occupational Injury Management (OIM) (Previously SIIS) | .70% |
| Old Age, Survivors, and Disability portion of Federal Insurance Compensation Act (FICA) | 6.20% ¹ |
| State Unemployment Insurance (SUI) | .05% |
| Medicare portion of Federal Insurance Compensation Act (FICA) for employees hired after April 1, 1986 | 1.45% ² |

| Employee Group Insurance (EGI) | Annual Contribution Per Employee |
|-----------------------------------|-------------------------------------|
|-----------------------------------|-------------------------------------|

| | |
|------------|---------|
| Licensed | \$6,466 |
| Support | 6,320 |
| Police | 6,320 |
| Unified | 8,323 |
| Police Adm | 8,323 |

¹ Computed on first \$117,000 for employees not covered under PERS (includes Medicare).

² Effective January 2, 1994, the wage base limit for Medicare tax was eliminated.



Teacher Retention Rate

Fiscal Years 2012-13 Through 2015-16

| Year | Retention Rate |
|----------------------|----------------|
| 2012-13 ¹ | 89.7% |
| 2013-14 ² | 90.6% |
| 2014-15 ² | 91.6% |

¹Pre-K - Second grade

²Elementary

Budget Formulas Allocating School Supplies And Equipment

Fiscal Year 2015-16

An initial allocation of 75% of the estimated total appropriation for each school will be developed by July 1. The estimated total appropriation is determined by budget formula from the projected enrollment and the rates below.

The second (and last) allocation will be made to each school during the last week in October. This allocation, approximately 25% of the total, will be determined by the current budget formula now applied against the actual enrollment at the end of the fourth week of school.

Textbooks

Allocations for textbooks are made on two dates a fiscal year. For students enrolled as of September 10, 2015, a textbook allocation rate calculated by pupil is prepared with respects to school grade levels. An additional allocation is provided for pupils enrolled in excess of an enrollment dated December 19, 2014. New school rates apply to newly opened schools for startup expenditures.

| Grade Level | Date Enrolled "as of" | Per Pupil Rate | New School Rate |
|-------------|--------------------------|-------------------|--------------------|
| Elementary | September 10, 2015 | \$ 41.41 | \$ 74.57 |
| | December 19, 2014 | 33.16 | |
| Middle | September 10, 2015 | 44.10 | 89.28 |
| | December 19, 2014 | 45.19 | |
| Senior High | September 10, 2015 | 46.31 | 106.94 |
| | December 19, 2014 | 60.63 | |

Instructional Supplies

Allocations for instructional supplies are made on two dates a fiscal year. For students enrolled as of September 10, 2015, an instructional supplies allocation rate calculated by pupil is prepared with respects to school grade levels. An additional allocation is provided for pupils enrolled in excess of an enrollment dated December 19, 2014. New school rates apply to newly opened schools for startup expenditures.

| Grade Level | Date Enrolled "as of" | Per Pupil Rate | New School Rate |
|-------------|--------------------------|-------------------|--------------------|
| Elementary | September 10, 2015 | \$ 13.88 | \$ 22.79 |
| | December 19, 2014 | 8.91 | |
| Middle | September 10, 2015 | 15.53 | 28.70 |
| | December 19, 2014 | 13.17 | |
| Senior High | September 10, 2015 | 17.27 | 36.99 |
| | December 19, 2014 | 19.73 | |

An additional lump sums of \$6,000 for elementary, \$9,500 for middle, and \$12,000 senior high schools is allocated for additional startup expenditures.

Small School Formula

Schools with small enrollments shall receive instructional supply funds as per the following schedules. This allocation will be determined by the student enrollment as of September 10, 2015.

| Elementary Enrollment | Formulas Per Student Enrolled |
|-----------------------|-------------------------------|
| 1 – 399 | \$22.80 per student enrolled |
| 400 – 424 | \$21.02 per student enrolled |
| 425 – 449 | \$19.23 per student enrolled |
| 450 – 474 | \$17.46 per student enrolled |
| 475 – 499 | \$15.68 per student enrolled |

| Formulas Per Student Enrolled | | |
|-------------------------------|---------------|-------------|
| Secondary Enrollment | Middle School | Senior High |
| 1 – 499 | \$28.70 | \$36.98 |
| 500 – 549 | 26.04 | 33.06 |
| 550 – 599 | 23.41 | 29.11 |
| 600 – 649 | 20.79 | 25.15 |
| 650 – 699 | 18.16 | 21.21 |

Special Growth Formula

All schools that experience growth of 10 or more students between September 10, 2015, and December 31, 2015, receive \$136 per student for new schools and \$59 per student for established schools.

Special Education Instructional Supplies

Existing resource and gifted and talented classes receive \$631 per unit; new classes receive \$1,048 per unit. Special self-contained classes for the emotionally challenged, learning disabled, autism, early childhood, deaf and hard of hearing, and the mentally challenged classes each receive \$1,048. Visually impaired classes receive \$1,679. Speech therapy services receive \$631.

Instructional Computer Supplies

Elementary Schools - \$0.50 per student
Middle Schools - \$1.13 per student
Senior High Schools - \$2.38 per student

New schools shall receive a computer software allocation:

| | |
|--------------------|----------|
| Elementary School | \$ 7,000 |
| Middle School | 15,000 |
| Senior High School | 20,000 |

Printing Services

Elementary Schools - \$2.50 per student
Middle Schools - \$1.35 per student
Senior High Schools - \$1.50 per student

Audio-Visual Supplies

Elementary Schools - \$.19 per student
Middle Schools - \$0.88 per student
Senior High Schools - \$1.13 per student

Technical Services

Middle Schools - \$.45 per student
Senior High Schools - \$1.10 per student

Instructional Equipment

Elementary Schools - \$5.71 per student
Middle Schools - \$10.67 per student
Senior High Schools - \$14.18 per student
Special Education Students - \$19.50 per student
Small Schools - minimum allocation of \$1,455

Field Trips

Elementary Schools - \$2.00 per student
Rural Elementary Schools - \$5.49 per student

Medical Supplies

All Schools - \$.39 per student

Library Books And Magazines

Elementary Schools - \$7.72 per student
Middle Schools - \$5.60 per student
Senior High and Combined Junior-Senior High Schools - \$4.65 per student
Small Schools - minimum allocation of \$1,774

Other Library Supplies

Elementary Schools - \$.65 per student
Middle Schools - \$.76 per student
Senior High and Combined Junior-Senior High Schools - \$.66 per student
Small Schools - minimum allocation of \$104

Library Computer Supplies

Elementary Schools - \$.25 per student
Middle Schools - \$.75 per student
Senior High Schools - \$1.10 per student

Library Technical Services

Elementary Schools - \$.25 per student
Middle Schools - \$.25 per student
Senior High Schools - \$.95 per student

Athletic Supplies

Senior high schools receive the following amounts for boys' and girls' athletics. In certain situations, when a school does not participate in a complete sports program, the school's allocation is thereby reduced accordingly.

| Class | Boys' Athletics | Girls' Athletics |
|--------------|-----------------|------------------|
| AAAA Schools | \$12,001 | \$6,749 |
| AAA Schools | 12,001 | 6,749 |
| AA Schools | 11,212 | 4,974 |
| A Schools | 8,001 | 2,417 |

Middle schools receive \$876 per school for intramurals.

Other Activity Expenses

Cheerleading Activities
Senior high schools receive \$67 per school.

Postage

Elementary Schools - \$1.58 per student
Middle Schools - \$4.69 per student
Senior High and Combined Junior-Senior High Schools - \$6.17 per student

Custodial Supplies

Elementary Schools - \$7.44 per student
Middle Schools - \$6.98 per student
Senior High Schools - \$7.53 per student
Special Education Students - \$24.81 per student

Secondary Magnet Schools

As a result of varying length of day and program requirements, magnet schools within the District require additional enhancement appropriations. Increased allocations for instructional supplies and textbooks are required to accommodate longer instructional days resulting from additional classroom periods.

When magnet school instruction requires students to attend either seven- or eight-period days (rather than the traditional six -period day), textbooks and instructional supply formulas will be increased by the following percentages applied to the number of students enrolled in the magnet program.

| | |
|-------------------------------------|-------|
| Schools with seven-period schedules | 16.7% |
| Schools with eight-period schedules | 33.3% |

The new school growth formula will be applied to the total magnet student enrollment increase in each magnet school. Growth in a magnet program (school within a school) where there is no accompanying growth in the comprehensive school will be calculated at a rate which equates to the percentage of the student day spent in magnet classes for magnet students.

In the initial year of new designation, magnet schools will receive funds typically provided as new school allocations.

| Supplies | Middle Schools | High Schools |
|-------------------|----------------------|----------------------|
| Textbooks | \$25,000 plus growth | \$30,000 plus growth |
| Supplies | 9,500 plus growth | 12,000 plus growth |
| Computer Software | 15,000 plus growth | 20,000 plus growth |

New magnet programs (school within a school) will receive a percentage of the above allocations calculated by dividing the number of new magnet students by the total school enrollment.

Prior to the initial year of new magnet schools or programs, an equipment needs assessment (including cost analyses and the planning of implementation timelines) will be conducted by the region superintendents. The Budget Department will review this assessment for inclusion in the budget.

Impact Of New Schools On The General Operating Fund

The Nevada Legislature has declared that the proper objective of State financial aid to public education is to ensure each child a “reasonably equal educational opportunity.” Recognizing wide local variations in wealth and costs per pupil, the State supplements local financial ability in each district to provide programs of instruction in both compulsory and elective subjects that offer full opportunity for every child to receive the benefit of the purposes for which public schools are maintained. NRS 387.121 sets forth that “...the quintessence of the State’s financial obligation for such programs can be expressed in a formula partially on a per pupil basis and partially on a per program basis as: State financial aid to school districts equals the difference between the school district basic support guarantee and local available funds produced by mandatory taxes minus all the local funds attributable to pupils who reside in the county but attend a charter school. This formula is designated the Nevada Plan.”

In determining the amount to be distributed by the State to districts, the amount of tax proceeds received by schools from a 2.60¢ local school sales tax plus the amount received from the 1/3 public schools operating property tax are deducted. Combining all of State aid, less the school support sales tax and one-third of the property tax, has the effect of including almost 81% of the District’s operations budget within an enrollment-driven formula, somewhat insulating the District from economic fluctuations. Regardless of how much sales tax or the 1/3 public schools operating property tax is received, the District still expects almost 81% of its budget to be covered by the State’s guarantee.

The District has successfully absorbed the operational support costs incurred from opening the following number of new or remodeled schools during the past decade.

In a year when new schools are opened, the District must address the challenge to provide the additional resources necessary to fund the increased operational costs required to support the new school site. State operational funding is generated based upon a per pupil formula that does not mitigate school districts for the additional cost impacts created when a new facility is opened. The District is, therefore, very reliant upon the local tax base to provide the necessary funding to finance the demands associated with opening new schools.

New School Completion Schedule Fiscal Years 2001-2016

| School Year | Elementary | Middle Schools | High Schools | Remodeled Schools | Special Schools | Total New Schools |
|--------------|------------|----------------|--------------|-------------------|-----------------|-------------------|
| 2000-01 | 4 | 2 | - | - | - | 6 |
| 2001-02 | 7 | 5 | 2 | 1 | - | 15 |
| 2002-03 | 6 | 2 | - | 1 | - | 9 |
| 2003-04 | 7 | 3 | 2 | 1 | - | 13 |
| 2004-05 | 7 | 3 | 3 | - | - | 13 |
| 2005-06 | 7 | 3 | 1 | 1 | - | 12 |
| 2006-07 | 6 | 2 | 1 | - | 1 | 10 |
| 2007-08 | 6 | 2 | 1 | 2 | - | 11 |
| 2008-09 | 4 | - | 2 | 5 | 1 | 12 |
| 2009-10 | 3 | - | 3 | - | - | 6 |
| 2010-11 | 4 | - | 1 | - | - | 5 |
| 2011-12 | - | - | - | 2 | - | 2 |
| 2012-13 | - | - | - | - | - | - |
| 2013-14 | - | - | - | - | - | - |
| 2014-15 | - | - | - | - | - | - |
| 2015-16 | - | - | - | - | - | - |
| Total | 61 | 22 | 16 | 13 | 2 | 114 |

Source: Facilities and Bond Financial Management