AMENDMENT OF CLARK COUNTY SCHOOL DISTRICT REGULATION 4291

CLARK COUNTY SCHOOL DISTRICT REGULATION

R-4291

PLACEMENT AND ADVANCEMENT ON THE UNIFIED ADMINISTRATIVE SALARY SCHEDULE

I. Salary Administration

Salary schedules will be administered in accordance with the appropriate negotiated agreement, administrative regulations, and procedures of the District.

II. Placement and Promotion (applicable to administrators eligible for participation in collective bargaining)

A. An administrative employee shall be placed on the Unified Administrative Salary Schedule as designated by Administrative Title and Salary Step.

1. An employee new to the Clark County School District shall be placed on the appropriate salary step of the Unified Administrative Salary Schedule at a column which will result in a salary higher than the applicant's current salary. In any event, Column F will be the highest placement. Nonlicensed administrators new to the Clark County School District shall not be placed higher than Column C except by the decision of the Superintendent or designee; but in no case, at a column that would provide a dollar amount next above the amount the applicant currently receives.

2. An employee promoted from the Teacher Salary Schedule to the Unified Administrative Salary Schedule shall be placed on the appropriate salary step at a column which provides a dollar amount next above the monthly salary the employee receives on the Teacher Salary Schedule. If the promotion is effective later than January 31, these computations will be made as of the time of promotion and as of July 1 of the next school year. The administrator will be placed on the salary schedule according to the computation which yields the higher salary. The monthly salary the employee receives on the Teacher Salary Schedule will be computed by dividing the annual base contract salary by nine months. Salary placement must provide an annual increase not to exceed Column F on the Unified Administrative Salary Schedule.

3. An employee promoted from the Support Professional Salary Schedule or the School Police Salary Schedule to the Unified Administrative Salary Schedule shall be placed on the appropriate

salary step at a column which provides a dollar amount next above the monthly salary the employee receives on the Support Professional Salary Schedule. The monthly amount the employee receives on the salary schedule will be computed by dividing the annual compensation (excluding overtime) during the current fiscal year plus stipends and incentive allotments by the number of months assigned. Salary placement must provide an annual increase not to exceed Column F on the Unified Administrative Salary Schedule.

4. When an employee is promoted to a higher classification on the Unified Administrative Salary Schedule, salary placement shall be computed by dividing the annual salary by the number of months worked under the employee's current contract, and placement shall be made on the appropriate step two columns above the amount being earned.

5. Contract payoffs shall be based on a daily rate of pay. The daily rate of pay shall be computed by dividing the annual salary by the net days of service.

6. A former administrative employee of the District who is reemployed and begins service within fifteen (15) calendar years shall be placed on the salary schedule commensurate with training and at the column which the employee would have next attained had the employee not left the District. All earned and available benefits shall be restored with the exception of the seniority date.

   A former administrative employee of the District who is reemployed and begins service later than fifteen (15) calendar years shall be placed on the salary schedule as if the employee were new to the District.

Addition

III. <u>Unified Administrator Salary</u> Advancement

A. Employees continuing from the preceding school year on the Unified Administrative Salary Schedule shall have column placement determined as outlined below:

1. Column advancement or any longevity stipend occurring during the life of the contract will become effective at the beginning of the contract year in which the column is achieved, providing that the adjusted hire date is prior to February 1.

2. Advancement to the next higher column shall not be made unless the
3.

employee is satisfactorily performing the responsibilities of the position as determined by the annual evaluation.

IV. Placement and Advancement (applicable to "At Will" administrators ineligible for participation in collective bargaining)

A. An "At Will" employee new to the Clark County School District shall be ~~placed on the~~ offered a salary ~~step and column of the Unified Administrative Salary Schedule~~ reflective of the employee's experience, longevity, ~~previous salary~~, and the job requirements of the position. Said placement is at the discretion of the Superintendent.

Deletion/ Addition

B. When an employee is promoted to an "At Will" position, they shall be ~~placed on the~~ offered a salary ~~step and column of the Unified Administrative Salary Schedule~~ reflective of the employee's experience, longevity, ~~previous salary~~, and the job requirements of the position. Said placement is at the discretion of the Superintendent.

Deletion/ Addition

C. When an employee is in an "At Will" position, ~~their placement on the Unified Administrative Salary Schedule can be reviewed and adjusted~~ they shall be offered a salary reflective of the employee's experience, longevity, ~~previous salary~~, and the job requirements of the position. Said placement is at the discretion of the Superintendent.

Deletion/ Addition

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