

# 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.

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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 2014-5

Hours Per Day	Employment Days 184 Days
3.59	0.50
7.18	1.00

### Full Time Equivalents Calculation - Non-Licensed Fiscal Year 2014-15

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 2014-15 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.



## Annual Teacher Salary Schedule

Fiscal Year 2014-15

	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	\$34,684	\$36,545	\$38,409	\$40,276	\$42,144	\$44,508	\$46,008	\$47,654	\$49,154
2	36,134	37,994	39,863	41,726	43,600	46,208	47,708	49,353	50,853
3	37,582	39,452	41,312	43,181	45,046	47,909	49,409	51,054	52,554
4	39,038	40,901	42,763	44,630	46,492	49,604	51,104	52,749	54,249
5	40,482	42,349	44,215	46,082	47,945	51,306	52,806	54,451	55,951
6		43,805	45,677	47,531	49,397	53,006	54,506	56,151	57,651
7			47,118	48,984	50,848	54,706	56,206	57,852	59,352
8			48,567	50,433	52,298	56,405	57,905	59,552	61,052
9			50,020	51,890	53,748	58,103	59,603	61,249	62,749
10						59,911	61,411	63,056	64,556
11						61,501	63,001	64,646	66,146
12						63,550	65,050	66,697	68,197
13						64,822	66,322	67,968	69,468
14						66,119	67,619	69,265	70,765

### 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:

<b>Class A</b>	Bachelor's degree and valid Nevada certification for the level or subject taught
<b>Class B</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.
<b>Class C</b>	Bachelor's degree plus 32 increment growth units and valid Nevada certification for the level or subject taught
<b>Class D</b>	Master's degree from an accredited institution in a field pertinent to position and valid Nevada certification for level or subject taught
<b>Class E</b>	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.
<b>Class F</b>	Master's degree plus 32 increment units and valid Nevada certification for level or subject taught, or completion of two Advanced Studies Certification 18-hour programs.
<b>Class G</b>	Doctorate degree from an accredited institution in a field pertinent to position and valid Nevada certification for level or subject taught.
<b>Class H</b>	Advance Studies Certification
<b>Class I</b>	Advance Studies Certification plus Doctorate Degree



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	\$3,226	1
Head Basketball (M)	.093	3,226	1
Head Baseball (M)	.079	2,740	1
Head Track (M)	.084	2,913	1
Head Wrestling (M)	.084	2,913	1
Head Soccer (M)	.079	2,740	1
Head Tennis (M)	.054	1,873	1
Head Golf (M)	.056	1,942	1
Head Cross Country (M)	.068	2,359	1
Head Swimming (M)	.063	2,185	1
Head Volleyball (M)	.075	2,601	1
Assistant Football (M)	.070	2,428	AAAA-6, AAA-5, AA-4, A-4
Assistant Basketball (M)	.070	2,428	2
Assistant Baseball (M)	.061	2,116	2
Assistant Track (M)	.063	2,185	AAAA-2, AAA-2, AA-1, A-1
Assistant Wrestling (M)	.063	2,185	AAAA-2, AAA-2, AA-1, A-1
Assistant Soccer (M)	.059	2,046	1
Assistant Volleyball (M)	.061	2,116	1
9th Grade Basketball (M)	.043	1,491	1
9th Grade Volleyball (M)	.038	1,318	1
9th Grade Basketball (W)	.043	1,491	1
9th Grade Volleyball (W)	.038	1,318	1
Head Bowling (M & W)	.065	2,254	1
Head Basketball (W)	.093	3,226	1
Head Volleyball (W)	.075	2,601	1
Head Softball (W)	.079	2,740	1
Head Track (W)	.084	2,913	1
Head Soccer (W)	.079	2,740	1
Head Tennis (W)	.054	1,873	1
Head Golf (W)	.056	1,942	1
Head Cross Country (W)	.068	2,359	1
Head Swimming (W)	.063	2,185	1
Assistant Basketball (W)	.070	2,428	2
Assistant Volleyball (W)	.061	2,116	2
Assistant Softball (W)	.061	2,116	2
Assistant Track (W)	.063	2,185	AAAA-2, AAA-2, AA-1, A-1
Assistant Soccer	.059	2,046	1
Band <sup>1</sup> (Over 500)	.097	3,364	1
Band <sup>1</sup> (Under 500)	.082	2,844	1
Chorus <sup>1</sup>	.063	2,185	1
Mariachi/Guitar <sup>1</sup> (Over 500)	.043	1,491	1
Mariachi/Guitar <sup>1</sup> (Under 500)	.040	1,387	1
Yearbook <sup>1</sup>	.075	2,601	1
Drama/Theatre <sup>1</sup>	.080	2,775	1
Newspaper <sup>1</sup>	.056	1,942	1
Pep Club <sup>1</sup>	.032	1,110	1
Cheerleader <sup>1</sup>	.058	1,012	1
JV/9th Grade Cheerleader <sup>1</sup>	.043	1,491	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 <sup>1</sup>	.057	\$1,977	1
Dance/Drill Team <sup>1</sup>	.047	1,630	1
Student Council <sup>1</sup>	.080	2,775	1
Key Club <sup>1</sup>	.030	1,041	1
Human Relations <sup>1</sup>	.030	1,041	1
Varsity Quiz <sup>1</sup>	.043	1,491	1
Athletic Director <sup>1</sup>	.104	3,607	1
Orchestra <sup>1</sup>	.060	2,081	1
Chess Club <sup>1</sup>	.043	1,491	1
FBLA <sup>1</sup>	.043	1,491	1
Science Bowl <sup>1</sup>	.028	971	1
Honor Society <sup>1</sup>	.030	1,030	1
ROTC <sup>1</sup>	.061	2,095	2
DECCA <sup>1</sup>	.043	1,491	1
VICA/Skills of America <sup>1</sup>	.043	1,491	1
FCCLA <sup>1</sup>	.043	1,491	1
HOSA	.043	1,491	1

<sup>(1)</sup> 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
<b>Under 500</b>	<b>3.5</b>
<b>500 - 999</b>	<b>7.0</b>
<b>1,000 - 1,499</b>	<b>10.5</b>
<b>1,500 and over</b>	<b>14.0</b>

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	\$1,457	1
7th/8th Grade Softball (M)	.039	1,353	1
7th/8th Grade Tennis (M & W)	.027	936	1
7th/8th Grade Track (M)	.033	1,145	1
7th/8th Grade Basketball (W)	.042	1,457	1
7th/8th Grade Volleyball (W)	.038	1,318	1
7th/8th Grade Track (W)	.033	1,145	1
7th/8th Grade Softball (W)	.039	1,353	1
Band <sup>1</sup>	.063	2,185	1
Chorus <sup>1</sup>	.042	1,457	1
Newspaper <sup>1</sup>	.038	1,318	1
Human Relations <sup>1</sup>	.028	971	1
Forensics <sup>1</sup>	.028	971	1
Yearbook <sup>1</sup>	.028	971	1
Orchestra <sup>1</sup>	.040	1,387	1
Cheerleader <sup>1</sup>	.028	971	1
Drama <sup>1</sup>	.028	971	1
Dance/Drill Team <sup>1</sup>	.028	971	1
Chess Club <sup>1</sup>	.028	971	1
Honor Society <sup>1</sup>	.028	971	1
FBLA <sup>1</sup>	.028	971	1
Student Council <sup>1</sup>	.038	1,318	1
Mariachi/Guitar <sup>1</sup>	.040	1,387	1
JV Quiz <sup>1</sup>	.028	971	1

<sup>(1)</sup> 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		



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 (320)

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 (381)

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 Deputy Superintendent 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 (168)

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 (14,474.60 including prep periods)

Fiscal year 2014-15 budget development staffing ratios:

Kindergarten:	1 licensed staff member for each 52 students.
Grades 1-2:	1 licensed staff member for each 18 students.
Grade 3:	1 licensed staff member for each 21 students.
Grades 4-5:	1 licensed staff member for each 30 students.
Grades 6-12:	1 licensed staff member for each 32 students.

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

- 1. 2,762 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. 98 licensed positions to supplement the State's Class Size Reduction program.
- 5. 22 licensed positions to instruct English language learner students.
- 6. 73 licensed positions for educational computer strategists.
- 7. 61.5 licensed positions for special assignment (i.e., Prime 6, Reading Recovery Trainers, court orders, etc.)

F. Counselors (623.5)

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 (174)

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

J. Nurses (173)

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

K. Speech/Language Pathologists (332.5)

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) = 14,474.60**
- District pupil/teacher ratios:  
 $(306,600 \div 14,474.60) = 21.18$
- Regular classroom staffing with additional positions:  
**(Sections D and E) = 17,698.67**
- District pupil/teacher ratio:  
 $(306,600 \div 17,698.67) = 17.32$
- District licensed - all positions:  
**(Sections D - K) = 19,305.17**
- District pupil/teacher ratio:  
 $(306,600 \div 19,305.17) = 15.88$

**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 2014-15 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.

## Administrative Titles And Salary Ranges

### Fiscal Year 2014-15

Class Title	Range	Class Title	Range
Superintendent of Schools	XX	Director II, Education Services	43
General Counsel <sup>1</sup>	51	Director II, Employee-Management Relations	43
Deputy Superintendent <sup>1</sup>	50	Director II, Employee Onboarding and Development	43
Associate Superintendent/Chief Negotiator	49	Director II, English Language Learner Program	43
Chief Human Resources Officer <sup>1</sup>	49	Director II, Equity and Diversity Education	43
Chief Financial Officer <sup>1</sup>	49	Director II, Facilities and Bond Fund Financial Management	43
Chief Innovation Officer <sup>1</sup>	49	Director II, Guidance and Counseling	43
Chief Student Achievement Officer <sup>1</sup>	49	Director II, Internal Audit	43
Chief of Staff and External Relations <sup>1</sup>	48	Director II, Instruction Unit Services	43
Associate Superintendent, Community and Government Relations	47	Director II, K -12 Literacy	43
Associate Superintendent, Operational Services Division <sup>1</sup>	47	Director II, K-12 Math and Instructional Technology	43
Deputy General Counsel <sup>1</sup>	47	Director II, K-12 Science, Health, and Foreign Language	43
General Manager, Vegas PBS <sup>1</sup>	47	Director II, K-12 Special Education	43
Assistant Chief Student Achievement Officer <sup>1</sup>	46	Director II, Low Incidence Disabilities	43
Academic Manager, Innovative Learning Environments, Technology and Information Systems Services <sup>1</sup>	46	Director II, Magnet Programs	43
Assistant Superintendent, Assessment, Accountability, Research, and School Improvement <sup>1</sup>	46	Director II, Networking Services	43
Assistant Superintendent, Curriculum and Professional Development <sup>1</sup>	46	Director II, Programming, Vegas PBS	43
Assistant Superintendent, Education Services Division <sup>1</sup>	46	Director II, Real Property Management	43
Assistant Superintendent, English Language Learner Program <sup>1</sup>	46	Director II, Related Services	43
Assistant Superintendent, Facilities Department <sup>1</sup>	46	Director II, School and Department Human Capital Management Support	43
Assistant Superintendent, Student Services Division <sup>1</sup>	46	Director II, School Safety and Crisis Management	43
Chief of School Police <sup>1</sup>	46	Director II, Special Education Programs and Projects	43
Deputy Chief Financial Officer <sup>1</sup>	46	Director II, Special Education Support Services	43
Deputy Human Resources Officer <sup>1</sup>	46	Director II, Superintendent's Office <sup>1</sup>	43
Senior Assistant General Counsel <sup>1</sup>	46	Director II, Technical Resources	43
Assistant General Counsel <sup>1</sup>	45	Director II, Title I Services	43
Director IV, Curriculum and Instruction	45	Director II, User Support Services	43
Director IV, Facilities Planning and Design	45	Police Captain	43
Director IV, Human Resources <sup>1</sup>	45	Principal, Alternative School <sup>2</sup>	41 - 43
Director IV, Instructional Support	45	Principal, Elementary School	42 - 43
Director IV, Instructional Support and Student Activities	45	Principal, Elementary School <sup>2</sup>	41 - 43
Director IV, Support Services	45	Principal, Special Education School <sup>2</sup>	43
Director IV, Technology and Information Systems Services	45	Principal, Boulder City High School <sup>2</sup>	43
Principal, Senior High School	44 - 45	Principal, Indian Springs High School <sup>2</sup>	43
Director III, Compliance and Monitoring	44	Principal, Las Vegas Academy of the Arts <sup>2</sup>	43
Director III, Educational Media Services	44	Principal, Laughlin High School <sup>2</sup>	43
Director III, Engineering, Information Technology, and Emergency Response Systems	44	Principal, Moapa Valley High School <sup>2</sup>	43
Director III, Food Service	44	Principal, Sandy Valley High School <sup>2</sup>	43
Director III, Government Affairs	44	Principal, Virgin Valley High School <sup>2</sup>	43
Director III, Instructional Business Process Expert	44	Deputy Assistant General Counsel <sup>1</sup>	42
Director III, Operational Services Division	44	Director I, Academic Intervention and Professional Development	42
Director III, Payroll and Employee Benefits	44	Director I, Accountability and Research	42
Director III, Purchasing and Warehousing	44	Director I, Adult Language Acquisition Services	42
Director III, Quality Assurance	44	Director I, Assessment	42
Director III, Risk Management	44	Director I, Communications Office	42
Director III, Special Projects and Renovation Services	44	Director I, Compliance and Building Operations	42
Director III, Transportation	44	Director I, Constituent Services	42
Director III, Workforce Training and Economic Development, Vegas PBS	44	Director I, Corporate Communications, Vegas PBS	42
Principal, Career and Technical Academy <sup>2</sup>	42 - 44	Director I, Development and Innovation	42
Principal, Junior High/Middle School <sup>2</sup>	41 - 44	Director I, Development, Vegas PBS	42
Director II, Budget	43	Director I, Employee Contracts and Separation Compliance	42
Director II, Career and Technical Education	43	Director I, English Language Learner Program	42
Director II, Central Information Systems	43	Director I, Environmental Services	42
Director II, Demographics, Zoning, and GIS	43	Director I, Fiscal Accountability	42
Director II, Distance Education and Virtual High School	43	Director I, Food Service	42
Director II, Diversity and Affirmative Action Programs <sup>1</sup>	43	Director I, Grants Development and Administration	42
Director II, Early Childhood	43	Director I, Health Services	42
		Director I, Inspection Services	42
		Director I, Intergovernmental Affairs	42
		Director I, Maintenance	42

## Administrative Titles And Salary Ranges - Continued

### Fiscal Year 2014-15

Class Title	Range	Class Title	Range
Director I, Operations	42	Coordinator IV, Speech/Audiology Services	41
Director I, Professional Development, Special Education	42	Coordinator IV, Student Data Services	41
Director I, Psychological Services	42	Coordinator IV, School Safety and Crisis Management	41
Director I, Purchasing and Warehousing	42	Coordinator IV, Telecommunications Services	41
Director I, Risk Management	42	Coordinator IV, Title I Services	41
Director I, School and Department Recruitment	42	Coordinator IV, Unemployment Services Representative	41
Director I, School-Community Partnership Program	42	Police Lieutenant	41
Director I, Security Systems, School Police Services	42	Principal, Community College High School <sup>2</sup>	41
Director I, Speech/Language Therapy Services	42	Principal, Continuation School <sup>2</sup>	41
Director I, Student Athletics	42	Principal, Florence McClure Women's Correctional Center <sup>2</sup>	41
Director I, Superintendent's Office <sup>1</sup>	42	Principal, High Desert State Prison Adult High School <sup>2</sup>	41
Director I, Title I Services	42	Principal, Juvenile Court Schools	41
Director I, Transportation	42	Principal, Southern Desert Correctional Center Adult HS <sup>2</sup>	41
Director I, Vehicle Maintenance	42	Principal, Spring Mountain School <sup>2</sup>	41
Director I, Wraparound Services	42	Assistant Principal, Elementary School <sup>2</sup>	40
Principal, Academy for Individualized Study/Virtual High School	42	Assistant Principal, Special Education School <sup>2</sup>	40
Principal, Advanced Technologies Academy <sup>2</sup>	42	Coordinator III, Adult Education	40
Principal, Desert Rose Adult High School	42	Coordinator III, Adult Language Acquisition Services	40
Assistant Principal, Secondary School <sup>2</sup>	41	Coordinator III, Architect	40
Coordinator IV, Accounting	41	Coordinator III, Birth to Pre-K Early Childhood, Striving Readers Comprehensive Literacy Program	40
Coordinator IV, Assessment	41	Coordinator III, Budget	40
Coordinator IV, Assessment and Accountability	41	Coordinator III, Career and Technical Education	40
Coordinator IV, Assistive Technology	41	Coordinator III, Cash and Investment Management	40
Coordinator IV, AVID Program	41	Coordinator III, Charter School Compliance	40
Coordinator IV, Board of School Trustees	41	Coordinator III, Compliance and Monitoring	40
Coordinator IV, Budget	41	Coordinator III, Compensation, Contracts, and Employee Records	40
Coordinator IV, Bus Operations	41	Coordinator III, Custodial Supervision	40
Coordinator IV, Child Find Project	41	Coordinator III, Data, Performance Management, and Project Facilitation	40
Coordinator IV, Claims Management Services	41	Coordinator III, Data, Performance Management, and Innovative Projects	40
Coordinator IV, Data Services	41	Coordinator III, Data Specialist	40
Coordinator IV, Demographics and Zoning	41	Coordinator III, Demographics, Zoning, and Geographic Information System	40
Coordinator IV, Educational Resources	41	Coordinator III, Distance Education	40
Coordinator IV, Employee Business Training	41	Coordinator III, Early Childhood Literacy	40
Coordinator IV, Employee Development	41	Coordinator III, Early Childhood Program	40
Coordinator IV, English Language Learner Program	41	Coordinator III, Early Childhood Title I Services	40
Coordinator IV, Expulsion Due Process and Trial Enrollments	41	Coordinator III, Early Childhood Transition Specialist	40
Coordinator IV, Facility Requirements	41	Coordinator III, Education Services	40
Coordinator IV, Financial Management, Vegas PBS	41	Coordinator III, Employee Development	40
Coordinator IV, Financial Management, Food Service	41	Coordinator III, Engineering Services	40
Coordinator IV, Gifted and Talented Education	41	Coordinator III, Environmental Compliance	40
Coordinator IV, Grants Development and Administration	41	Coordinator III, Equipment Repair	40
Coordinator IV, Guidance and Counseling Services	41	Coordinator III, Equity and Diversity Education	40
Coordinator IV, Health Services	41	Coordinator III, Exterior and Structural Building Repair	40
Coordinator IV, Information Systems Architecture and Special Projects Operations	41	Coordinator III, Facilities and Bond Fund Financial Management	40
Coordinator IV, K-12 Instructional Technology	41	Coordinator III, Facilities Project Manager	40
Coordinator IV, K-12 Special Education	41	Coordinator III, Facilities Space Requirements	40
Coordinator IV, Literacy Innovative Programs	41	Coordinator III, Fine Arts, Elementary	40
Coordinator IV, Low Incidence Disabilities	41	Coordinator III, Fine Arts, Secondary	40
Coordinator IV, Mechanical Systems and Equipment	41	Coordinator III, Fiscal Accountability and Data Analysis	40
Coordinator IV, Modernization Services	41	Coordinator III, Fiscal Accountability and Program Analysis, CPD	40
Coordinator IV, New Construction	41	Coordinator III, General Repair	40
Coordinator IV, Occupational and Physical Therapy Services	41	Coordinator III, Geographic Information System	40
Coordinator IV, Ombudsman, Operational Services Division	41	Coordinator III, Gift Manager	40
Coordinator IV, Production Services	41	Coordinator III, Grant Evaluator	40
Coordinator IV, Psychological Services	41	Coordinator III, Grant Writer	40
Coordinator IV, Purchasing and Warehousing	41	Coordinator III, Homebound Education Program	40
Coordinator IV, Real Property Management	41		
Coordinator IV, Risk and Insurance Services	41		
Coordinator IV, Safe and Respectful Learning Environment	41		
Coordinator IV, School-Community Partnership Program	41		
Coordinator IV, Special Education Services	41		



## Administrative Titles And Salary Ranges - Continued

### Fiscal Year 2014-15

Class Title	Range
Coordinator III, Industrial Hygiene	40
Coordinator III, Instructional Data Management System	40
Coordinator III, Internal Audit	40
Coordinator III, Investing In Innovation	40
Coordinator III, K-5 Literacy, Striving Readers Comprehensive Literacy Program	40
Coordinator III, 6-12 Mathematics	40
Coordinator III, K-12 English Language Arts	40
Coordinator III, K-12 Foreign Language	40
Coordinator III, K-12 Health, Physical Education, and Driver Education	40
Coordinator III, K-12 Library Services	40
Coordinator III, K-12 Literacy	40
Coordinator III, K-12 Science/Health	40
Coordinator III, K-12 Social Studies	40
Coordinator III, Landscaping and Grounds	40
Coordinator III, NCLB and Data Verification	40
Coordinator III, Operational Services	40
Coordinator III, Program Evaluator, Inclusive Schools Practices/Intervention Programs	40
Coordinator III, Public Information and Media Manager	40
Coordinator III, Purchasing	40
Coordinator III, Ready to Learn, Vegas PBS	40
Coordinator III, Research and Evaluation	40
Coordinator III, Resource Management	40
Coordinator III, Safe and Drug Free Schools	40
Coordinator III, Safety	40
Coordinator III, School Accounting	40
Coordinator III, School Banking	40
Coordinator III, School Operations	40
Coordinator III, School Police Investigator	40
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
Coordinator III, Student Adjudication	40
Coordinator III, Student Attendance Enforcement	40
Coordinator III, Substitute Hiring and Smartfind Administration	40
Coordinator III, Teacher Induction and Mentoring	40
Coordinator III, Technology Integration	40
Coordinator III, Technology Program Office	40
Coordinator III, Technical Resources	40
Coordinator III, Title I Homeless Program	40
Coordinator III, Title I Services	40
Coordinator III, Turnaround Zone	40
Coordinator III, Vegas PBS	40
Coordinator III, Vegas PBS Public Information and Media Manager	40
Coordinator III, Warehouse/Distribution Center	40
Coordinator III, Workforce Training and Economic Development, Vegas PBS	40
Coordinator III, Workforce Sales and Veterans Outreach	40
Coordinator III, WWW Production Services	40
Coordinator III, Administrative Assistant, Bond Administration	40
Coordinator III, Administrative Assistant, Community and Government Relations	40
Coordinator III, Administrative Assistant, Instruction Unit	40
Coordinator III, Administrative Assistant, School Police Services	40
Coordinator III, Administrative Assistant, Student Support Services	40

Class Title	Range
Coordinator III, Administrative Assistant, Technology and Information Systems	40
Dean, Secondary <sup>3</sup>	40
Coordinator II, Academic Support and Community Service Center	39
Coordinator II, Accounting	39
Coordinator II, Adaptive Physical Education	39
Coordinator II, Benefits Accounting Supervisor	39
Coordinator II, Communities in Schools	39
Coordinator II, Dietitian	39
Coordinator II, Early Reading First	39
Coordinator II, Geographic Information Systems	39
Coordinator II, Industrial Hygiene	39
Coordinator II, Instructional Web Design	39
Coordinator II, Instructional Web Designer/Learning Management System	39
Coordinator II, Parent Services	39
Coordinator II, Payroll Processing Supervisor	39
Coordinator II, Real Property Management	39
Coordinator II, Risk Management Accounting	39
Coordinator II, School-Community Partnership Program <sup>2</sup>	39
Coordinator II, Senior Accountant, Fiscal Accountability, and Data Analysis	39
Coordinator II, Site Development Planner	39
Coordinator II, Technical Resources	39
Coordinator II, Technology Projects and Training	39
Coordinator II, Traffic Safety - Safe Routes to School	39
Coordinator II, Web Designer	39
Coordinator I, Accounting	38
Coordinator I, Grants/Fiscal Accountability	38
Coordinator I, Accounting Treasurer	38
Coordinator I, Budget	38
Coordinator I, Communications Specialist	38
Coordinator I, Fleet Manager	38
Coordinator I, Public Information Specialist	38

<sup>1</sup>"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.

<sup>2</sup>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.

<sup>3</sup>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 2014-15

Range	A	B	C	D	E	F	G <sup>1</sup>
52	\$10,098	\$10,608	\$11,140	\$11,699	\$12,284	\$12,897	\$13,543
51	9,617	10,098	10,608	11,140	11,699	12,284	12,897
50	9,166	9,617	10,098	10,608	11,140	11,699	12,284
49	8,730	9,166	9,617	10,098	10,608	11,140	11,699
48	8,312	8,730	9,166	9,617	10,098	10,608	11,140
47	7,917	8,312	8,730	9,166	9,617	10,098	10,608
46	7,540	7,917	8,312	8,730	9,166	9,617	10,098
45	7,191	7,540	7,917	8,312	8,730	9,166	9,617
44	6,849	7,191	7,540	7,917	8,312	8,730	9,166
43	6,519	6,849	7,191	7,540	7,917	8,312	8,730
42	6,205	6,519	6,849	7,191	7,540	7,917	8,312
41	5,913	6,205	6,519	6,849	7,191	7,540	7,917
40	5,626	5,913	6,205	6,519	6,849	7,191	7,540
39	5,361	5,626	5,913	6,205	6,519	6,849	7,191
38	5,112	5,361	5,626	5,913	6,205	6,519	6,849
37	4,861	5,112	5,361	5,626	5,913	6,205	6,519
36	4,636	4,861	5,112	5,361	5,626	5,913	6,205

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

### Fiscal Year 2014-15

Range	A	B	C	D	E	F	G <sup>1</sup>
44	\$6,849	\$7,191	\$7,540	\$7,917	\$8,312	\$8,730	\$9,166
43	6,519	6,849	7,191	7,540	7,917	8,312	8,730
42	6,205	6,519	6,849	7,191	7,540	7,917	8,312
41	5,913	6,205	6,519	6,849	7,191	7,540	7,917
40	5,626	5,913	6,205	6,519	6,849	7,191	7,540
39	5,361	5,626	5,913	6,205	6,519	6,849	7,191
38	5,112	5,361	5,626	5,913	6,205	6,519	6,849
37	4,861	5,112	5,361	5,626	5,913	6,205	6,519
36	4,636	4,861	5,112	5,361	5,626	5,913	6,205
35	4,407	4,636	4,861	5,112	5,361	5,626	5,913
34	4,191	4,407	4,636	4,861	5,112	5,361	5,626
33	3,998	4,191	4,407	4,636	4,861	5,112	5,361
32	3,801	3,998	4,191	4,407	4,636	4,861	5,112
31	3,617	3,801	3,998	4,191	4,407	4,636	4,861
30	3,450	3,617	3,801	3,998	4,191	4,407	4,636
29	3,279	3,450	3,617	3,801	3,998	4,191	4,407
28	3,122	3,279	3,450	3,617	3,801	3,998	4,191

<sup>1</sup> 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 2014-15

Code	Title	Grade	Min Hr	Max Hr	Code	Title	Grade	Min Hr	Max Hr
2040	Accountant	56	23.57	30.10	3084	Buyer III	54	21.38	27.31
2027	Accounts Payable Supervisor	50	17.61	22.46	3086	Buyer IV	57	24.77	31.60
2016	Accounts Payable Technician	49	16.77	21.38	7727	CADD Technical I	55	22.46	28.68
0200	Administrative Clerk	50	17.61	22.46	7728	CADD Technical II	57	24.77	31.60
	Administrative Computer				7729	CADD Technical III	59	27.31	34.85
1446	Services Specialist	56	23.57	30.10	4170	Campus Security Monitor	44	13.13	16.77
0320	Administrative School Secretary	50	17.61	22.46	7060	Carpenter	52	19.40	24.77
0240	Administrative Secretary I	51	18.48	23.57	7560	Carpenter Supervisor	58	26.01	33.18
0250	Administrative Secretary II	52	19.40	24.77	7585	Carpet and Flooring Supervisor	58	26.01	33.18
0251	Administrative Secretary III	54	21.38	27.31	8030	Carpet Cleaning Technician	50	17.61	22.46
0252	Administrative Secretary IV	57	24.77	31.60	8039	Central Kitchen Steward	43	12.52	15.96
7780	HERA Compliance Monitor	58	26.01	33.18		Certified Occupational			
1506	Application Administrator I	54	21.38	27.31	4222	Therapy Assistant	50	17.61	22.46
1507	Application Administrator II	56	23.57	30.10	5320	Chief Refrigeration Engineer	59	27.31	34.85
	Applications Developer -				7401	Chiller Technician I	56	23.57	30.10
1532	COBOL/CICS	59	27.31	34.85	7402	Chiller Technician II	57	24.77	31.60
	Applications Developer II -					Civil and Landscape Quality			
1460	ABAP/NETWEAVER	63	33.18	42.35		Assurance Construction			
1508	Applications Manager	64	34.85	44.47	7309	Inspector/Manager	58	26.01	33.18
7725	Apprentice Drafter	47	15.20	19.40	2103	Claims Examiner	52	19.40	24.77
	Asbestos Abatement				2100	Claims Management Specialist	57	24.77	31.60
7730	Worker/Insulator	51	18.48	23.57	2098	Claims Manager	60	28.68	36.59
7705	Asbestos Inspector	56	23.57	30.10	2102	Claims Technician	48	15.96	20.37
7735	Asbestos Planner/Scheduler	57	24.77	31.60	4285	Classification/Compensation Analyst	57	24.77	31.60
	Asphalt, Concrete, and				0110	Clerk Typist I	40	10.80	13.80
7410	Masonry Supervisor	58	26.01	33.18	0175	Clerk/Braillist	45	13.80	17.61
2050	Assistant Accountant	50	17.61	22.46		Clock, Fire Alarm,			
8170	Assistant Custodial Supervisor	53	20.37	26.01		and Intercom Technician			
	Assistant Grounds				7105		55	22.46	28.68
7091	Equipment Technician	46	14.47	18.48		Code Compliance			
1060	Assistant Offset Shop Supervisor	54	21.38	27.31	7700	Inspector/Site Manager	59	27.31	34.85
	Assistant Terminal				7209	Commissioning Technician I	59	27.31	34.85
0352	Agency Coordinator	53	20.37	26.01	0306	Communications Assistant	49	16.77	21.38
	Assistive Technology					Communications Equipment			
1449	Services Specialist	56	23.57	30.10	7194	Installer Assistant	51	18.48	23.57
	Athletic Equipment and					Communications Equipment			
7420	Fencing Supervisor	58	26.01	33.18	7195	Installer/Repairer	55	22.46	28.68
4000	Attendance Officer	50	17.61	22.46		Communications			
7115	Audio Visual Technician	52	19.40	24.77	7198	Installation/Repair Supervisor	58	26.01	33.18
0140	Autism Intervention Specialist I	45	13.80	17.61	1650	Computer Forensic Investigator	62	31.60	40.35
0141	Autism Intervention Specialist II	48	15.96	20.37	1410	Computer Operator	50	17.61	22.46
5020	Baker	43	12.52	15.96	1330	Computer Systems Specialist	51	18.48	23.57
1550	Basis Administrator I	60	28.68	36.59	1555	Computer Technician I	52	19.40	24.77
0134	Benefits Technician	49	16.77	21.38	1556	Computer Technician II	55	22.46	28.68
4248	Bilingual Translator/Interpreter	51	18.48	23.57	7152	Construction Compliance Clerk	48	15.96	20.37
7000	Boiler Equipment Technician	54	21.38	27.31	7146	Construction Documents Clerk	48	15.96	20.37
0170	Braillist	52	19.40	24.77	4260	Construction Documents Manager	56	23.57	30.10
0176	Broadcast Captionist I	47	15.20	19.40					
0177	Broadcast Captionist II	52	19.40	24.77					
0178	Broadcast Captionist III	56	23.57	30.10					
4100	Budget Assistant	55	22.46	28.68					
7120	Building Engineer	52	19.40	24.77					
7550	Building Engineer Supervisor	58	26.01	33.18					
8166	Building Manager	54	21.38	27.31					
6100	Bus Driver	47	15.20	19.40					
6105	Bus Driver Trainee	47A	14.90	14.90					
6005	Bus Washer	41	11.34	14.47					
1511	Business Intelligence (BI) Analyst	63	33.18	42.35					
0330	Business Services Specialist	51	18.48	23.57					
	Business Systems Security								
1540	Specialist	57	24.77	31.60					
3081	Buyer I	49	16.77	21.38					
3082	Buyer II	52	19.40	24.77					



## Support Personnel Titles And Salary Pay Grades

Fiscal Year 2014-15

Code	Title	Grade	Min Hr	Max Hr
7153	Construction Estimator	57	24.77	31.60
	Construction Site			
7147	Development Data Specialist	50	17.61	22.46
7645	Construction Supervisor	58	26.01	33.18
7032	Cross Connection Control Specialist	56	23.57	30.10
8100	Custodial Leader	46	14.47	18.48
8160	Custodial Supervisor	54	21.38	27.31
8040	Custodian	43	12.52	15.96
1405	Data Control Manager	58	26.01	33.18
1326	Data Processing Machine Operator	46	14.47	18.48
1515	Database Administrator	63	33.18	42.35
1518	Database Analyst III (Web-Based)	62	31.60	40.35
	Database Analyst III (Web-Based) -			
1519	Assessment and Accountability	62	31.60	40.35
	Database Analyst III Special			
	Education Management			
1521	Systems (SEMS)	62	31.60	40.35
1526	Database Services Specialist	56	23.57	30.10
4300	Demographic Specialist	57	24.77	31.60
4150	Dispatcher	47	15.20	19.40
3021	Distribution Specialist I	50	17.61	22.46
3030	District Mail Courier	46	14.47	18.48
4404	Document Control Specialist	54	21.38	27.31
7720	Drafter	55	22.46	28.68
7719	Drafting and Records Manager	58	26.01	33.18
6130	Driver Training Instructor	49	16.77	21.38
7131	Duplicating Equipment Technician	53	20.37	26.01
1505	EDP Operations Manager	62	31.60	40.35
4240	Educational Interpreter I	46	14.47	18.48
4241	Educational Interpreter II	53	20.37	26.01
4242	Educational Interpreter III	54	21.38	27.31
4243	Educational Interpreter IV	55	22.46	28.68
	Educational Media			
3121	Center Supervisor	56	23.57	30.10
4231	Educational Transcriber	54	21.38	27.31
7010	Electrician	55	22.46	28.68
7570	Electrician Supervisor	58	26.01	33.18
7575	Electronics Supervisor	58	26.01	33.18
7390	Electronics Technician II	53	20.37	26.01
0143	Elementary School Clerk	46	14.47	18.48
	Energy Management and			
7211	Commissioning Supervisor	62	31.60	40.35
7208	Energy Management Supervisor	58	26.01	33.18
	Energy Management			
7207	Systems (EMS) Scheduler	50	17.61	22.46
7205	Energy Management Technician I	55	22.46	28.68
7206	Energy Management Technician II	56	23.57	30.10
	Enterprise Instructional			
1444	Design Specialist Trainer	57	24.77	31.60
	Enterprise Systems			
1513	Integration Specialist	62	31.60	40.35
8315	Equipment Operator Crew Leader	52	19.40	24.77
8300	Equipment Operator/Truck Driver	50	17.61	22.46
	Equipment Operator/Truck			
8305	Driver Assistant	48	15.96	20.37
	Equipment Requisition Funds			
4065	Analysis/Forms Mgmt Supv	58	26.01	33.18
4090	Equipment Specialist	52	19.40	24.77
0370	Executive Legal Secretary	55	22.46	28.68
7630	Fabrication Supervisor	58	26.01	33.18
	Facilities and Equipment			
3240	Safety Inspection Manager	57	24.77	31.60
	Facilities and Equipment			
3200	Safety Inspector	52	19.40	24.77

## - Continued

Code	Title	Grade	Min Hr	Max Hr
7204	Facilities Energy Inspector/Analyst	54	21.38	27.31
4402	Facilities Operations Analyst	57	24.77	31.60
	Facility Data Control and			
7660	Claims Representative	59	27.31	34.85
	Facility QA/QC Construction			
7308	Inspector/Manager	57	24.77	31.60
	Facility Service			
7655	Region Representative	59	27.31	34.85
7650	Facility Service Representative	58	26.01	33.18
8260	Farm/Nursery Manager	52	19.40	24.77
	Federal Programs			
0185	Teacher/Family Aide	43	12.52	15.96
0270	Federal Projects Clerk	46	14.47	18.48
6180	Field Supervisor	56	23.57	30.10
3120	Film and Video Traffic Supervisor	54	21.38	27.31
4053	Fingerprint Technician	47	15.20	19.40
7260	Fire Equipment Technician	55	22.46	28.68
7329	Fire Equipment Technician Assistant	51	18.48	23.57
7031	Fire Sprinkler Technician	56	23.57	30.10
0090	First Aide/Safety Assistant	43	12.52	15.96
6090	Fleet Maintenance Manager	58	26.01	33.18
8119	Floor Care Supervisor	52	19.40	24.77
8117	Floor Care Technician	48	15.96	20.37
7280	Flooring Technician	52	19.40	24.77
7275	Food Service Equipment Technician	54	21.38	27.31
	Food Service Facilities, Equipment,			
5116	and Maintenance Supervisor	65	36.59	46.70
	Food Service Facility			
5115	Operations Supervisor	52	19.40	24.77
	Food Service			
5305	Maintenance Supervisor	58	26.01	33.18
	Food Service			
7276	Maintenance Technician I	50	17.61	22.46
	Food Service			
7277	Maintenance Technician II	51	18.48	23.57
5110	Food Service Manager I	50	17.61	22.46
5113	Food Service Manager I Floater	50	17.61	22.46
5120	Food Service Manager II	51	18.48	23.57
5114	Food Service Manager II Floater	51	18.48	23.57
5275	Food Service Personnel Manager	60	28.68	36.59
5270	Food Service Region Supervisor	57	24.77	31.60
5001	Food Service Specialist	43	12.52	15.96
5260	Food Service Supervisor II	55	22.46	28.68
	Food Service			
5300	Warehouse Supervisor	55	22.46	28.68
5000	Food Service Worker	41	11.34	14.47
5010	Food Service Worker Floater	41	11.34	14.47
7270	Furniture Repair Technician	51	18.48	23.57
7565	Furniture Repairer Supervisor	58	26.01	33.18
8190	Gardener I	44	13.13	16.77
8200	Gardener II	46	14.47	18.48
	Geographic Information			
4296	System (GIS) Analyst	61	30.10	38.41
	Geographic Information			
4297	System (GIS) Senior Analyst	63	33.18	42.35
	Geographic Information System			
6351	(GIS) Transportation Technician I	55	22.46	28.68
	Geographic Information System			
6352	(GIS) Transportation Technician II	58	26.01	33.18
7210	Glazier	52	19.40	24.77
1105	Graphic Artist Assistant	45	13.80	17.61
1110	Graphic Artist I	50	17.61	22.46
1120	Graphic Artist II	55	22.46	28.68
1030	Graphic Artist Supervisor	58	26.01	33.18



## Support Personnel Titles And Salary Pay Grades

Fiscal Year 2014-15

Code	Title	Grade	Min Hr	Max Hr
1100	Graphics Specialist	54	21.38	27.31
8005	Grounds Assistant Supervisor - Equipment Operator	57	24.77	31.60
8010	Grounds Assistant Supervisor - Equipment Repair	57	24.77	31.60
7090	Grounds Equipment Technician	50	17.61	22.46
7590	Hardware/Locksmith Supervisor Hazardous Materials	58	26.01	33.18
7285	Field Technician	55	22.46	28.68
8110	Head Custodian I	47	15.20	19.40
8120	Head Custodian II	48	15.96	20.37
8130	Head Custodian III Heating Ventilation and A/C Supervisor	52	19.40	24.77
7540	Heavy Truck Driver	58	26.01	33.18
3090	Help Desk Analyst I	50	17.61	22.46
1478	Help Desk Analyst I	52	19.40	24.77
1479	Help Desk Analyst II	55	22.46	28.68
7040	HVACR Technician I	54	21.38	27.31
7400	HVACR Technician II Industrial Arts	56	23.57	30.10
7635	Maintenance Supervisor Industrial Arts	58	26.01	33.18
7160	Maintenance Technician	54	21.38	27.31
0195	Infant/Toddler Day Care Aide	44	13.13	16.77
0305	Information Aide	48	15.96	20.37
4405	Information and Records Manager	60	28.68	36.59
1542	Information Control Specialist	51	18.48	23.57
0124	Information Liaison	46	14.47	18.48
0285	Information Processor Information Systems	45	13.80	17.61
1477	Help Desk Manager Information Systems	60	28.68	36.59
1447	Help Desk Specialist	53	20.37	26.01
7011	Infrared Thermographer (Electrical)	56	23.57	30.10
0165	In-House Suspension Teacher Aide	41	11.34	14.47
0172	Instructional Assistant (Bilingual) Instructional Assistant (Least Restrictive Environment)	40	10.80	13.80
0192	Instructional Assistant (Physical Education)	40	10.80	13.80
0179	Instructional Assistant (Teacher Aide)	40	10.80	13.80
0190	Insulator	40	10.80	13.80
7050	Insulator	54	21.38	27.31
2112	Insurance Services Manager	62	31.60	40.35
0133	Intake Clerk	46	14.47	18.48
4245	Interpreter Specialist	59	27.31	34.85
7576	Intrusion Alarm Supervisor	58	26.01	33.18
7100	Intrusion Alarm Technician	54	21.38	27.31
3015	Inventory Control Clerk	47	15.20	19.40
8240	Irrigation Systems Installer/Repairer	50	17.61	22.46
4226	Itinerant Tester Jobs for America's Graduates (JAG)	46	14.47	18.48
0150	Multi-year Specialist	49	16.77	21.38
2045	Junior Accountant	54	21.38	27.31
8220	Landscape and Grounds Supervisor	58	26.01	33.18
8230	Landscape Leader	48	15.96	20.37
8235	Landscape Technician Landscaping and Grounds	52	19.40	24.77
8000	Assistant Supervisor	57	24.77	31.60
3035	Lead District Mail Courier	49	16.77	21.38
0365	Legal Secretary I	48	15.96	20.37
0360	Legal Secretary II	51	18.48	23.57
0105	Library Aide	40	10.80	13.80
7070	Locksmith	52	19.40	24.77

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Code	Title	Grade	Min Hr	Max Hr
7187	Logistics Specialist I	48	15.96	20.37
7188	Logistics Specialist II	52	19.40	24.77
7189	Logistics Specialist III	55	22.46	28.68
7046	Machinist Technician	55	22.46	28.68
3400	Mail Services Manager	54	21.38	27.31
1425	Mainframe Operations Scheduling Specialist	55	22.46	28.68
7300	Maintenance Leader	57	24.77	31.60
7315	Maintenance Leader - Carpenter	57	24.77	31.60
7316	Maintenance Leader - Electrical	57	24.77	31.60
7317	Maintenance Leader - Electronics Equipment and Systems	57	24.77	31.60
7327	Maintenance Leader - Fire Sprinkler Systems	57	24.77	31.60
7319	Maintenance Leader - Flooring	57	24.77	31.60
7320	Maintenance Leader - Glazier	57	24.77	31.60
7322	Maintenance Leader - Hardware/Locksmith	57	24.77	31.60
7321	Maintenance Leader - HVACR	57	24.77	31.60
7325	Maintenance Leader - Office Machine Repair	57	24.77	31.60
7323	Maintenance Leader - Painter	57	24.77	31.60
7324	Maintenance Leader - Plumber	57	24.77	31.60
7326	Maintenance Leader - Roofer	57	24.77	31.60
7310	Mason	53	20.37	26.01
4796	Master Control Specialist	50	17.61	22.46
1050	Media Specialist	57	24.77	31.60
1445	Microcomputer Support Specialist	52	19.40	24.77
1475	Microcomputer Systems Specialist	55	22.46	28.68
1473	MIS/DP Technology Specialist	58	26.01	33.18
7055	Mobile Crane Operator I	52	19.40	24.77
7056	Mobile Crane Operator II	55	22.46	28.68
7240	Musical Instrument Technician	54	21.38	27.31
1548	Network Design Technician III	58	26.01	33.18
1558	Network Technician I	52	19.40	24.77
1559	Network Technician II	55	22.46	28.68
1560	Network Technician III	58	26.01	33.18
7640	Office Equipment Supervisor	58	26.01	33.18
4200	Office Manager	53	20.37	26.01
0123	Office Specialist II	45	13.80	17.61
0126	Office Specialist II - Bilingual	45	13.80	17.61
0206	Office Supervisor	51	18.48	23.57
1010	Offset Machine Operator	47	15.20	19.40
1025	Offset Machine Operator Leader	51	18.48	23.57
1040	Offset Machine Operator Trainee	41	11.34	14.47
0355	Operations Clerk	46	14.47	18.48
8165	Operations Manager	60	28.68	36.59
2085	Organizational Management Business Specialist	57	24.77	31.60
7080	Painter	52	19.40	24.77
7580	Painter Supervisor	58	26.01	33.18
0367	Paralegal	54	21.38	27.31
9961	Para-Professional: Avid Tutor I	N/A	12.00	N/A
9962	Para-Professional: Avid Tutor II	N/A	15.00	N/A
9963	Para-Professional: Avid Tutor III	N/A	18.00	N/A
9964	Para-Professional: Avid Tutor IV	N/A	20.00	N/A
9968	Para-Professional: Instructional Technology Lab Aide	48	15.96	20.37
9972	Para-Professional: Tutor I	N/A	12.00	N/A
9973	Para-Professional: Tutor II	N/A	15.00	N/A
9974	Para-Professional: Tutor III	N/A	18.00	N/A
9975	Para-Professional: Tutor IV	N/A	20.00	N/A
0194	Parent/Guardian Mentor	44	13.13	16.77

## Support Personnel Titles And Salary Pay Grades

Fiscal Year 2014-15

Code	Title	Grade	Min Hr	Max Hr
2125	Payroll Technician I	46	14.47	18.48
2120	Payroll Technician II	49	16.77	21.38
4283	Personnel Analyst	53	20.37	26.01
0136	Personnel Assistant	47	15.20	19.40
0135	Personnel Clerk	46	14.47	18.48
4252	Personnel Paydata Specialist	49	16.77	21.38
2031	Personnel Paydata Supervisor	54	21.38	27.31
8101	Pest Control Supervisor	50	17.61	22.46
8103	Pest Control Technician	44	13.13	16.77
1150	Photographer/Lithographer	52	19.40	24.77
4221	Physical Therapist Assistant	50	17.61	22.46
7140	Pipefitter	55	22.46	28.68
7706	Plans Examiner	59	27.31	34.85
5315	Plant Manager	61	30.10	38.41
7030	Plumber	54	21.38	27.31
	Plumber/Pipefitter/Boiler			
7620	Technician Supervisor	58	26.01	33.18
7709	Preventive Maintenance Manager	58	26.01	33.18
7145	Pricing Clerk	47	15.20	19.40
0181	Principal Operations Support Clerk	46	14.47	18.48
7711	Program Development Specialist	57	24.77	31.60
7155	Project Scheduler	57	24.77	31.60
4225	Psychological Services Assistant	49	16.77	21.38
	Purchasing Analyst/Contract			
7712	Specialist	58	26.01	33.18
3025	Purchasing Supervisor	60	28.68	36.59
3027	Purchasing Supervisor II	62	31.60	40.35
	Radio Communications and			
7192	Video Equipment Installer	54	21.38	27.31
4290	Real Property & Site Analyst	54	21.38	27.31
4110	Realty Specialist	56	23.57	30.10
0286	Records Processor	46	14.47	18.48
8020	Recycling Specialist	53	20.37	26.01
0145	Registrar I	45	13.80	17.61
0146	Registrar II	46	14.47	18.48
7760	Risk Assesor	54	21.38	27.31
2097	Risk Control/Safety Manager	62	31.60	40.35
	Risk Management Field			
2096	Investigation Supervisor	62	31.60	40.35
2109	Risk Services Analyst	54	21.38	27.31
2104	Risk Services Technician	48	15.96	20.37
7220	Roofer	52	19.40	24.77
7500	Roofing Supervisor	58	26.01	33.18
4250	Safety and Health Lab Technician	51	18.48	23.57
4256	Sample Control Clerk	50	17.61	22.46
0100	School Aide	40	10.80	13.80
0099	School Aide - Bilingual	40	10.80	13.80
0307	School Banker	46	14.47	18.48
0310	School Office Manager	50	17.61	22.46
4145	School Police Dispatcher	51	18.48	23.57
	School Police			
4140	Dispatcher Supervisor	55	22.46	28.68
4143	School Police Lead Dispatcher	53	20.37	26.01
0144	School/Community Facilitator	40	10.80	13.80
0142	School/Community Liaison	50	17.61	22.46
0220	Secretary II	46	14.47	18.48
0230	Secretary III	48	15.96	20.37
4025	Security Specialist	48	15.96	20.37
	Security Systems			
1492	Application Manager	64	34.85	44.47
1493	Security Systems Design Manager	64	34.85	44.47
	Security Systems			
1496	Support Technician	58	26.01	33.18

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Code	Title	Grade	Min Hr	Max Hr
7750	Senior Asbestos			
	Abatement Inspector	57	24.77	31.60
4010	Senior Attendance Officer	53	20.37	26.01
2099	Senior Claims Examiner	57	24.77	31.60
	Senior Code Compliance			
7710	Inspector/Site Manager	60	28.68	36.59
1517	Senior Database Analyst	62	31.60	40.35
0137	Senior Documents Clerk	46	14.47	18.48
0353	Senior Electronics Technician	61	30.10	38.41
8118	Senior Floor Care Technician	50	17.61	22.46
5280	Senior Food Service Supervisor	58	26.01	33.18
5030	Senior Food Service Worker	46	14.47	18.48
5040	Senior Food Service Worker Floater	46	14.47	18.48
	Senior Information			
1435	Systems Operator	51	18.48	23.57
0255	Senior Maintenance Clerk	46	14.47	18.48
1020	Senior Offset Machine Operator	49	16.77	21.38
8102	Senior Pest Control Technician	47	15.20	19.40
1472	Senior Programming Analyst	59	27.31	34.85
7154	Senior Project Scheduler	59	27.31	34.85
2101	Senior Risk Control Analyst	58	26.01	33.18
2113	Senior Risk Services Analyst	57	24.77	31.60
1509	Senior Systems Analyst	62	31.60	40.35
	Senior Telecommunication			
4831	Specialist	65	36.59	46.70
3050	Senior Truck Driver	51	18.48	23.57
4830	Senior TV Engineer	56	23.57	30.10
	Senior Vehicle/Heavy Duty			
6310	Equipment Parts Clerk	52	19.40	24.77
3020	Senior Warehouser	53	20.37	26.01
1541	Server Administrator I	58	26.01	33.18
1545	Server Technician I	52	19.40	24.77
1554	Server Technician II	55	22.46	28.68
1553	Server Technician III	58	26.01	33.18
0161	Sign Language Aide	45	13.80	17.61
7180	Skilled Trades Assistant	50	17.61	22.46
	Software Quality			
1512	Assurance Manager	64	34.85	44.47
6110	Special Education Bus Driver	48	15.96	20.37
8115	Special School Head Custodian	47	15.20	19.40
0095	Specialized Health Aide	46	14.47	18.48
0097	Specialized Procedures Nurse	49	16.77	21.38
	Specialized Programs			
0160	Teacher Assistant	41	11.34	14.47



## Support Personnel Titles And Salary Pay Grades

Fiscal Year 2014-15

Code	Title	Grade	Min Hr	Max Hr
0162	Specialized Programs Teacher Assistant II	44	13.13	16.77
0164	Specialized Programs Teacher Assistant Training Specialist	51	18.48	23.57
8250	Sprinkler Equipment Supervisor	58	26.01	33.18
8245	Sprinkler Equipment Technician	51	18.48	23.57
8247	Sprinkler Repairer Leader	55	22.46	28.68
4215	Staff Trainer - Human Resources	51	18.48	23.57
4205	Staff Training Supervisor - Human Resources	55	22.46	28.68
4070	Standards Specialist	58	26.01	33.18
0265	Statistical Clerk	46	14.47	18.48
1514	Student Information Systems Product Specialist	62	31.60	40.35
1448	Student Information Systems Specialist	51	18.48	23.57
0280	Student Program/Placement Processor	47	15.20	19.40
4220	Student Success Advocate	49	16.77	21.38
4229	Student Success Advocate (Bilingual)	49	16.77	21.38
9040	Student Worker I	N/A	8.25	N/A
0101	Support Staff Assistant (Steps A-D)	40	10.80	13.80
9080	Support Staff Intern (Steps A-D)	44	13.13	16.77
7336	Support Staff Trainer - Maintenance Department	51	18.48	23.57
8035	Support Staff Trainer - Operations Department	51	18.48	23.57
4253	Support Staff Training Supervisor - Student Support Services	55	22.46	28.68
6410	Support Staff Training Supervisor - Supervisor - Transportation	55	22.46	28.68
7335	Support Staff Training Supervisor - Maintenance Department	55	22.46	28.68
8025	Support Staff Training Supervisor - Operations Department	55	22.46	28.68
1467	Systems Administrator	63	33.18	42.35
7200	Systems Control Technician	55	22.46	28.68
1464	Systems Software Analyst	62	31.60	40.35
1495	Technical Support Manager	64	34.85	44.47
1530	Technology Systems Specialist	54	21.38	27.31
0275	Technology Training Specialist	52	19.40	24.77
4791	Telecommunication Specialist I	55	22.46	28.68
4811	Telecommunication Specialist II	59	27.31	34.85
0122	Temporary Clerical Assistant	45-A	13.53	N/A

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Code	Title	Grade	Min Hr	Max Hr
8041	Temporary Custodian	43-A	12.27	N/A
6131	Temporary Driving Training Instructor	49-A	16.44	N/A
9000	Temporary Food Service Worker	FS	10.00	N/A
3091	Temporary Heavy Truck Driver	50-A	17.61	N/A
0102	Temporary Transportation Aide-Special Education	41-A	11.12	N/A
3001	Temporary Warehouse I	45-A	13.80	N/A
0351	Terminal Agency Coordinator	56	23.57	30.10
4270	Theater Manager	55	22.46	28.68
6080	Tire Inspector/Repairer	53	20.37	26.01
0168	Title I In-House Suspension Teacher Assistant III (S-W)	45	13.80	17.61
0169	Title I In-House Suspension Teacher Assistant IV (S-W)	47	15.20	19.40
0201	Title I Instructional Assistant III - Bilingual	44	13.13	16.77
0186	Title I Instructional Assistant III (Least Restrictive Environment)	44	13.13	16.77
0180	Title I Instructional Assistant III (Physical Education)	44	13.13	16.77
0198	Title I Instructional Assistant III (S-W)	44	13.13	16.77
0187	Title I Instructional Assistant IV (Least Restrictive Environment)	45	13.80	17.61
0184	Title I Instructional Assistant IV (Physical Education)	45	13.80	17.61
0199	Title I Instructional Assistant IV (S-W)	45	13.80	17.61
0202	Title I Instructional Assistant IV - Bilingual	45	13.80	17.61
0108	Title I Library Assistant III (S-W)	44	13.13	16.77
0109	Title I Library Assistant IV (S-W)	47	15.20	19.40
0182	Title I Sign Language Aide III (S-W)	46	14.47	18.48
0183	Title I Sign Language Aide IV (S-W)	48	15.96	20.37
0158	Title I Specialized Programs Teacher Assistant III (S-W)	45	13.80	17.61
0159	Title I Specialized Programs Teacher Assistant IV (S-W)	47	15.20	19.40
0203	Title I Teacher/Family Assistant III - Bilingual	46	14.47	18.48
0188	Title I Teacher/Family Assistant III (S-W)	46	14.47	18.48
0204	Title I Teacher/Family Assistant IV - Bilingual	48	15.96	20.37
0189	Title I Teacher/Family Assistant IV (S-W)	48	15.96	20.37
7181	Trades Dispatcher/Scheduler	50	17.61	22.46
0358	Transcriber/Recording Secretary	53	20.37	26.01
0104	Transportation Aide - Special Education	43	12.52	15.96
6150	Transportation Investigator	52	19.40	24.77
6401	Transportation Operations Assistant	52	19.40	24.77
6400	Transportation Operations Manager	58	26.01	33.18
6330	Transportation Operations Supervisor	57	24.77	31.60
6340	Transportation Routing and Scheduling Analyst	55	22.46	28.68
6335	Transportation Routing and Scheduling Assistant	52	19.40	24.77
0350	Transportation Routing and Scheduling Clerk	46	14.47	18.48
6350	Transportation Routing and Scheduling Supervisor	58	26.01	33.18
3040	Truck Driver	49	16.77	21.38





## Support Personnel Titles And Salary Pay Grades

Fiscal Year 2014-15

Code	Title	Grade	Min Hr	Max Hr
4840	TV Assistant	49	16.77	21.38
4810	TV Engineer II	55	22.46	28.68
4880	TV Member Services Manager	59	27.31	34.85
4895	TV News and Production Manager	62	31.60	40.35
4870	TV Operations Manager	59	27.31	34.85
4800	TV Producer-Director I	54	21.38	27.31
4850	TV Producer-Director II	55	22.46	28.68
4765	Underwriting Representative	59	27.31	34.85
1494	User Support Services Manager	64	34.85	44.47
7185	Utility Worker I	45	13.80	17.61
7186	Utility Worker II	46	14.47	18.48
4292	Utilization/Capacity Specialist	57	24.77	31.60
4826	Vegas PBS - Assistant to Executive Secretary	45	13.80	17.61
4819	Vegas PBS - Assistant to the General Manager	51	18.48	23.57
4822	Vegas PBS - Assistant Volunteer Specialist	48	15.96	20.37
4829	Vegas PBS - Executive Assistant/Recruitment/EEO/Diversity and Compliance Supervisor	57	24.77	31.60
4828	Vegas PBS - Executive Secretary	54	21.38	27.31
3122	Vegas PBS - Media/Library Specialist	47	15.20	19.40
4821	Vegas PBS - Membership Specialist	45	13.80	17.61
4833	Vegas PBS - Programming and Traffic Assistant	48	15.96	20.37
4824	Vegas PBS - Receptionist	45	13.80	17.61
4823	Vegas PBS - Sales Assistant	48	15.96	20.37
4820	Vegas PBS - Volunteer Specialist	50	17.61	22.46
4832	Vegas PBS - Workforce Training and Economic Dev Receptionist/Customer Service Support - Bilingual	45	13.80	17.61
4825	Vegas PBS - Workforce Training and Economic Development Assistant	48	15.96	20.37
6030	Vehicle Body Repairer/Painter	53	20.37	26.01
6070	Vehicle Garage Shift Supervisor	56	23.57	30.10
6020	Vehicle Maintenance Technician	54	21.38	27.31
6060	Vehicle Maintenance Technician Assistant	49	16.77	21.38
6305	Vehicle Parts Expediter	44	13.13	16.77
6040	Vehicle Radiator Repair Technician	54	21.38	27.31
6000	Vehicle Service Worker	47	15.20	19.40
6010	Vehicle/Garage Attendant	41	11.34	14.47

## - Continued

Code	Title	Grade	Min Hr	Max Hr
6300	Vehicle/Heavy Duty Equipment Parts Clerk	47	15.20	19.40
6325	Vehicle/Heavy Duty Equipment Parts Warehouse Supervisor	54	21.38	27.31
0300	Visually Handicapped Aide	46	14.47	18.48
0302	Visually Impaired Assistant I	45	13.80	17.61
0304	Visually Impaired Assistant II	47	15.20	19.40
1546	Voice Communication Network Manager	64	34.85	44.47
1547	Voice Communication Network Supervisor	61	30.10	38.41
7193	Voice Communication Network Technician	56	23.57	30.10
5310	Warehouse/Distribution Supervisor	57	24.77	31.60
3000	Warehouser I	45	13.80	17.61
3010	Warehouser II	47	15.20	19.40
7703	Warranty Program Specialist	58	26.01	33.18
7704	Warranty Program Supervisor	60	28.68	36.59
8246	Water Manager	54	21.38	27.31
7230	Water Treatment Technician	54	21.38	27.31
1543	Web Designer I	57	24.77	31.60
1536	Web Designer II	59	27.31	34.85
1537	Web Designer III	62	31.60	40.35
1535	Web Designer/Programmer	55	22.46	28.68
1544	Web Programmer I	57	24.77	31.60
1538	Web Programmer II	59	27.31	34.85
1539	Web Programmer III	62	31.60	40.35
7250	Welder	55	22.46	28.68
7184	Work Management Help Desk Specialist	52	19.40	24.77
0290	Zoning Clerk	45	13.80	17.61

### 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 2014-15

Grade	A1	B1	C1	D1	E1	F1	F2	G1 <sup>1</sup>	G2 <sup>1</sup>	H1 <sup>2</sup>	H2 <sup>2</sup>	I1 <sup>3</sup>
40	\$10.80	\$11.34	\$11.91	\$12.52	\$13.13	\$13.80	\$14.14	\$14.47	\$14.85	\$15.20	\$15.59	\$15.96
41	11.34	11.91	12.52	13.13	13.80	14.47	14.85	15.20	15.59	15.96	16.37	16.77
42	11.91	12.52	13.13	13.80	14.47	15.20	15.59	15.96	16.37	16.77	17.18	17.61
43	12.52	13.13	13.80	14.47	15.20	15.96	16.37	16.77	17.18	17.61	18.04	18.48
44	13.13	13.80	14.47	15.20	15.96	16.77	17.18	17.61	18.04	18.48	18.95	19.40
45	13.80	14.47	15.20	15.96	16.77	17.61	18.04	18.48	18.95	19.40	19.88	20.37
46	14.47	15.20	15.96	16.77	17.61	18.48	18.95	19.40	19.88	20.37	20.88	21.38
47	15.20	15.96	16.77	17.61	18.48	19.40	19.88	20.37	20.88	21.38	21.92	22.46
48	15.96	16.77	17.61	18.48	19.40	20.37	20.88	21.38	21.92	22.46	23.02	23.57
49	16.77	17.61	18.48	19.40	20.37	21.38	21.92	22.46	23.02	23.57	24.17	24.77
50	17.61	18.48	19.40	20.37	21.38	22.46	23.02	23.57	24.17	24.77	25.39	26.01
51	18.48	19.40	20.37	21.38	22.46	23.57	24.17	24.77	25.39	26.01	26.65	27.31
52	19.40	20.37	21.38	22.46	23.57	24.77	25.39	26.01	26.65	27.31	27.99	28.68
53	20.37	21.38	22.46	23.57	24.77	26.01	26.65	27.31	27.99	28.68	29.38	30.10
54	21.38	22.46	23.57	24.77	26.01	27.31	27.99	28.68	29.38	30.10	30.87	31.60
55	22.46	23.57	24.77	26.01	27.31	28.68	29.38	30.10	30.87	31.60	32.41	33.18
56	23.57	24.77	26.01	27.31	28.68	30.10	30.87	31.60	32.41	33.18	34.02	34.85
57	24.77	26.01	27.31	28.68	30.10	31.60	32.41	33.18	34.02	34.85	35.72	36.59
58	26.01	27.31	28.68	30.10	31.60	33.18	34.02	34.85	35.72	36.59	37.51	38.41
59	27.31	28.68	30.10	31.60	33.18	34.85	35.72	36.59	37.51	38.41	39.37	40.35
60	28.68	30.10	31.60	33.18	34.85	36.59	37.51	38.41	39.37	40.35	41.34	42.35
61	30.10	31.60	33.18	34.85	36.59	38.41	39.37	40.35	41.34	42.35	43.42	44.47
62	31.60	33.18	34.85	36.59	38.41	40.35	41.34	42.35	43.42	44.47	45.59	46.70
63	33.18	34.85	36.59	38.41	40.35	42.35	43.42	44.47	45.59	46.70	47.86	49.03
64	34.85	36.59	38.41	40.35	42.35	44.47	45.59	46.70	47.86	49.03	50.27	51.48
65	36.59	38.41	40.35	42.35	44.47	46.70	47.86	49.03	50.27	51.48	52.77	54.05

(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 2014-15

#### A. Senior High Schools<sup>1</sup>

1. Clerical Entitlement <sup>2</sup>				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 <sup>9</sup>	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 <sup>3</sup> (Asst. Principal's Office)	0123	45	11	-----One per Assistant Principal -----				
Off. Spec. II <sup>4</sup> (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 <sup>5</sup>	3.5 <sup>5</sup>	3.5 <sup>5</sup>	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 <sup>9</sup>	4170	44	9	7	14	22*	22*	22*
School Police Officer <sup>1</sup>	0021	31	11	0	0	16	16	16
Gardener I/II <sup>6</sup>	8190/8200	44/46	12	0	8	8	8	8
Building Engineer <sup>6</sup>	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 Schools<sup>1</sup>

1. Clerical Entitlement <sup>2</sup>				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 <sup>4</sup>	0145	45	11	8	8	8	8	8	8
Offset Machine Operator	1010	47	10	8	8	8	8	8	8
Off. Spec. II <sup>3</sup> (Asst. Principal's Office)	0123	45	11	----- One per Assistant Principal -----					
Off. Spec. II <sup>4</sup>	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 <sup>9</sup>	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 2014-15

#### 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 <sup>7</sup> (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 (Chapter 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 <sup>8</sup> (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.

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

<sup>2</sup> Clerical staffing will be adjusted after "Count Day" in September for the balance of the current school year.

<sup>3</sup> 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.

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

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

<sup>6</sup> 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.

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

<sup>8</sup> **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

<sup>9</sup> 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 2014-15

#### C. Elementary Schools<sup>1</sup>

1. Clerical Entitlement <sup>2</sup>				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 <sup>3</sup>	600	800	1,000
				To 599	To 799	To 999	To 1,199
School Aide <sup>4</sup> (Office, Playground, Media)	0100	40	9	6	7	8	9
Library Aide <sup>5</sup>	0105	40	9	4	5	6	7
Head Custodian I	8110	47	12	8	8	8	8
Food Service Manager I <sup>6</sup>	5110	50	9	8	8	8	8

#### D. Prime 6 Schools<sup>1</sup>

1. Clerical Entitlement <sup>2</sup>				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 <sup>3</sup>	600	800	1,000
				To 599	To 799	To 999	To 2,499
School Aide <sup>4</sup> (Office, Playground, Media)	0100	40	9	6	7	8	9
Library Aide <sup>5</sup>	0105	40	9	4	5	6	7
Head Custodian I	8110	47	12	8	8	8	8
Food Service Manager I <sup>6</sup>	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 2014-15

#### 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 <sup>7</sup> (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 <sup>8</sup> (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 <sup>9</sup> (Chapter 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 <sup>10</sup> (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.

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

<sup>2</sup> Clerical staffing will be adjusted after "Count Day" in September for the balance of the current year.

<sup>3</sup> 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.

<sup>4</sup> One additional hour of school aide time is added for every 100 students enrolled after the school enrollment reaches 900 students. (1,000=9 hours school aide time; 1,100=10 hours; 1,200=11 hours; 1,300=12 hours, etc.)

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

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

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

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

<sup>9</sup> Chapter 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 2014-15

<sup>10</sup> 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 2014-15

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

Fringe Benefit	Rate
Public Employees' Retirement System (PERS)	25.75%
Police Officers who participate in the PERS— Police/Fire Retirement System	40.50%
Occupational Injury Management (OIM) (Previously SIIS)	.58%
Old Age, Survivors, and Disability portion of Federal Insurance Compensation Act (FICA)	6.20% <sup>1</sup>
State Unemployment Insurance (SUI)	.05%
Medicare portion of Federal Insurance Compensation Act (FICA) for employees hired after April 1, 1986	1.45% <sup>2</sup>



Employee Group Insurance (EGI)	Annual Contribution Per Employee
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Licensed	\$6,620
Support	6,320
Police	6,320
Unified	8,047

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

<sup>2</sup> Effective January 2, 1994, the wage base limit for Medicare tax was eliminated.



## Formulas Allocating School Supplies And Equipment Fiscal Year 2014-15

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 19, 2014, 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 13, 2013. 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 19, 2014	\$ 41.41	\$ 74.57
	December 13, 2013	33.16	
Middle	September 19, 2014	44.10	89.28
	December 13, 2013	45.19	
Senior High	September 19, 2014	46.31	106.94
	December 13, 2013	60.63	

### Instructional Supplies

Allocations for instructional supplies are made on two dates a fiscal year. For students enrolled as of September 19, 2014, 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 13, 2013. 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 19, 2014	\$ 13.88	\$ 22.79
	December 13, 2013	8.91	
Middle	September 19, 2014	15.53	28.70
	December 13, 2013	13.17	
Senior High	September 19, 2014	17.27	36.99
	December 13, 2013	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 19, 2014.

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 19, 2014, and December 31, 2014, 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 - as of Sept. 19, 2014

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 - as of Sept. 19, 2014

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

### Audio-Visual Supplies - as of Sept. 19, 2014

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

### Technical Services - as of Sept. 19, 2014

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

### Instructional Equipment -as of Sept. 19, 2014

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 - as of Sept. 19, 2014

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

### Medical Supplies - as of Sept. 19, 2014

All Schools - \$.39 per student

### Library Books And Magazines - as of Sept. 19, 2014

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 - as of Sept. 19, 2014

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 - as of Sept. 19, 2014

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

### Library Technical Services - as of Sept. 19, 2014

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 - enrolled as of Sept. 19, 2014

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 - enrolled as of Sept. 19, 2014

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, magnetschools 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.”

### New School Completion Schedule Fiscal Years 2001-2015

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	-	-	-	-	-	-
<b>Total</b>	<b>61</b>	<b>22</b>	<b>16</b>	<b>13</b>	<b>2</b>	<b>114</b>

Source: Facilities and Bond Financial Management

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.