



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 2016-17

Hours Per Day	Employment Days 184 Days
3.59	0.50
7.18	1.00

Full-Time Equivalents Calculation - Non-Licensed Fiscal Year 2016-17

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

Professional Compensation

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

CCSD Benchmark Fiscal Year 2016-17

Description	FY16	FY17
Per Pupil Expenditures	\$8,454	\$8,512
Average Class Size ¹	31	32

¹Average Class Size for elementary



**CLARK COUNTY SCHOOL DISTRICT
LICENSED PROFESSIONAL SALARY TABLE (PST)**

**EFFECTIVE JULY 1, 2016
2.25% Increase**

		Column <div>→</div>							
Step <div>↓</div>		I	II	III	IV	V	VI	VII	VIII
	A	\$40,900	\$46,303	\$51,706	\$57,109	\$62,512	\$67,914	\$73,317	\$78,720
	B	42,251	47,654	53,057	58,459	63,862	69,265	74,668	80,071
	C	43,601	49,004	54,407	59,810	65,213	70,616	76,019	81,422
	D	44,952	50,355	55,758	61,161	66,564	71,967	77,370	82,772
	E	46,303	51,706	57,109	62,512	67,914	73,317	78,720	84,123
	F	47,654	53,057	58,459	63,862	69,265	74,668	80,071	85,474
	G	49,004	54,407	59,810	65,213	70,616	76,019	81,422	86,825
	H	50,355	55,758	61,161	66,564	71,967	77,370	82,772	88,175
	I	51,706	57,109	62,512	67,914	73,317	78,720	84,123	89,526
J	53,057	58,459	63,862	69,265	74,668	80,071	85,474	90,877	

Professional Salary Table Column: On the PST the columns across which those who earn contact units advance.

Professional Salary Table Step: On the PST the steps by which those who earn service credit advance.

1. One (1) contact unit shall be earned for each one hundred eighty (180) minutes of participation outside the licensed employee's contracted work day and as approved by the principal/designee or appropriate administrator.
2. Five (5) contact units shall be earned for each college/university semester credit.
3. Three and one half (3.5) contact units shall be earned for each college/university quarter credit.
4. Five (5) contact units shall be earned for one CCSD Professional Development Education Unit.
5. Five (5) contact units shall be earned for one Continuing Education Unit (CEU). One (1) CEU = fifteen (15) contact hours.

For further information see: http://ccsd.net/employees/resources/pdf/ccea_agreement.pdf

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	Index, Class A, Step 1, Base Salary	Number of Positions Authorized for Schools
Head Football (M)	.093	1
Head Basketball (M)	.093	1
Head Baseball (M)	.079	1
Head Track (M)	.084	1
Head Wrestling (M)	.084	1
Head Soccer (M)	.079	1
Head Tennis (M)	.054	1
Head Golf (M)	.056	1
Head Cross Country (M)	.068	1
Head Swimming (M)	.063	1
Head Volleyball (M)	.075	1
Assistant Football (M)	.070	AAAA-6, AAA- 5, AA-4, A-4
Assistant Basketball (M)	.070	2
Assistant Baseball (M)	.061	2
Assistant Track (M)	.063	AAAA-2, AAA- 2, AA-1, A-1
Assistant Wrestling (M)	.063	AAAA-2, AAA- 2, AA-1, A-1
Assistant Soccer (M)	.059	1
Assistant Volleyball (M)	.061	1
9th Grade Basketball (M)	.043	1
9th Grade Volleyball (M)	.038	1
9th Grade Basketball (W)	.043	1
9th Grade Volleyball (W)	.038	1
9th Grade Soccer	.038	1
Head Bowling (M & W)	.065	1
Head Basketball (W)	.093	1
Head Volleyball (W)	.075	1
Head Softball (W)	.079	1
Head Track (W)	.084	1
Head Soccer (W)	.079	1
Head Tennis (W)	.054	1
Head Golf (W)	.056	1
Head Cross Country (W)	.068	1
Head Swimming (W)	.063	1
Assistant Basketball (W)	.070	2
Assistant Volleyball (W)	.061	2
Assistant Softball (W)	.061	2
Assistant Track (W)	.063	AAAA-2, AAA- 2, AA-1, A-1
Assistant Soccer	.059	1
Band ¹ (Over 500)	.097	1
Band ¹ (Under 500)	.082	1
Chorus ¹	.063	1
Mariachi/Guitar ¹ (Over 500)	.043	1
Mariachi/Guitar ¹ (Under 500)	.040	1
Yearbook ¹	.075	1
Drama/Theatre ¹	.080	1
Newspaper ¹	.056	1
Pep Club ¹	.032	1
Cheerleader ¹	.058	1
JV/9th Grade Cheerleader ¹	.043	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	Number of Positions Authorized for Schools
Forensics/Speech Club ¹	.057	1
Dance/Drill Team ¹	.047	1
Student Council ¹	.080	1
Key Club ¹	.030	1
Human Relations ¹	.030	1
Varsity Quiz ¹	.043	1
Athletic Director ¹	.104	1
Orchestra ¹	.060	1
Chess Club ¹	.043	1
FBLA ¹	.043	1
Science Bowl ¹	.028	1
Honor Society ¹	.030	1
ROTC ¹	.061	2
DECCA ¹	.043	1
VICA/Skills of America ¹	.043	1
FCCLA ¹	.043	1
HOSA	.043	1

⁽¹⁾ Does not qualify for years of experience

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

Step	Teaching Experience	Index, Class A Step 1 - Base Salary
1	1-3	.0039
2	4-6	.0078
3	7-9	.0117
4	10-12	.0156
5	13 or Over	.0195



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

⁽¹⁾ Does not qualify for years of experience

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

C. Payment for Directing Intramural Programs

1. Determination of Intramural Allotment to Schools

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

2. Determination of Payment to Individual Teachers

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

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

D. Extra Pay for Licensed Personnel in Special Categories:

1. Secondary Counselors

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

2. Librarians

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

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

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

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

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

3. Occupational Teachers

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

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

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

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
Florence McClure Women's Correctional Center Adult High School		

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 of athletic contests at senior high schools shall be compensated at the rate of \$6.60 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:	
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	Contract
c. "Sunset High School" Instruction	Hourly Rate of Pay
d. Juvenile Court School Programs	
e. Purchased Preparation Period	
f. Extended School Year	
g. "Homebound" Instruction	
h. Instructional and Evaluative Services to students provided as required by the Individual with Disabilities Education Act	

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

Budget Formulas For Allocating Licensed School Personnel

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

A. Principals

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

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

Middle Schools-Each middle school of 600 student enrollment and all small 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-One assistant principal will be budgeted for all small 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

Middle Schools-One dean will be budgeted when enrollment reaches 590. Small schools may choose to convert the budgeted assistant principal to a Dean. Two deans will be budgeted when total enrollment reaches 1,300 students.

Senior High Schools-One dean will be budgeted when enrollment reaches 590. Small schools may choose to convert the budgeted assistant principal to a Dean. Schools with an enrollment of 1,300 students or more will be budgeted two deans. When enrollment reaches 2,800 another dean



will be added. When enrollment reaches 3,750 another dean will be added.

D. Classroom Licensed Staff

Fiscal year 2016-17 budget development staffing ratios:

Full Day Kindergarten:	1 licensed staff member for each 21 students.
AM/PM Kindergarten:	1 licensed staff member for each 42 students.
Grades 1-2:	1 licensed staff member for each 17 students.
Grade 3:	1 licensed staff member for each 20 students.
Grades 4-5:	1 licensed staff member for each 33.5 students.
Grades 6-12:	1 licensed staff member for each 37 students.

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

- 1. 3,930 licensed positions for special education students.
- 2. 108 licensed positions to supplement the staff at the small schools, and provide school-to-school rounding adjustments.
- 3. 114.5 licensed positions to handle extra music needs of middle school students.
- 4. 264 licensed positions to supplement the State's Class Size Reduction program.
- 5. 30 licensed positions to instruct English language learner students.
- 6. 45 licensed positions for digital coaches.
- 7. 64 licensed positions for special assignment (i.e., Prime 6, Reading Recovery Trainers, court orders, etc.)

F. Counselors

Elementary 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.

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

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

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

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

I. Psychologists

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

J. Nurses

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

K. Speech/Language Pathologists

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) = 18,590.34
District pupil/teacher ratios:
(321,308 ÷ 18,590.34) = 17.28

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 2016-17 are being channeled through the Special Revenue Funds, and therefore, are not reflected in the above calculations.

Secondary Magnet School Formula Enhancements

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

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

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

Administrative Titles and Salary Ranges

Fiscal Year 2016-17

Class Title	Range	Class Title	Range
General Counsel	51	Director II - Career And Technical Education	43
Deputy Superintendent - Instructional Services	50	Director II - Central Information Systems	43
Deputy Superintendent - Student Support Services	50	Director II - Demographics, Zoning, And Geographic Information System	43
Chief Financial Officer	49	Director II - Distance Education	43
Associate Superintendent - Community And Government Relations	47	Director II - Education Services	43
Associate Superintendent - Facilities	47	Director II - Employee Management Relations	43
Associate Superintendent - Instruction Unit	47	Director II - Employee Onboarding and Development	43
Associate Superintendent - Superintendent's Schools	47	Director II - English Language Learner Program	43
Deputy General Counsel	47	Director II - Equity And Diversity Education	43
Enterprise Data Architect	47	Director II - Executive Manager, Diversity And Affirmative Action Programs/ADA Coordinator	43
General Manager - Vegas PBS	47	Director II - Facilities And Bond Fund Financial Management	43
Academic Manager	46	Director II - Facilities Manager	43
Academic Manager - Choice Schools	46	Director II - Guidance And Counseling	43
Academic Manager - Professional Practice And Improvement	46	Director II - Instruction Unit Services	43
Assistant Chief Student Achievement Officer	46	Director II - Internal Audit Department	43
Assistant Superintendent	46	Director II - K-12 Humanities	43
Assistant Superintendent - Assessment, Accountability, Research, And School Improvement	46	Director II - K-12 Literacy	43
Assistant Superintendent - Chief Technology Officer	46	Director II - K-12 Literacy & Talent Development	43
Assistant Superintendent - Curriculum And Professional Development	46	Director II - K-12 Science, Health, And Physical Education	43
Assistant Superintendent - English Language Learner Program	46	Director II - K-12 Special Education	43
Assistant Superintendent - Student Services Division	46	Director II - K-12 Mathematics And Instructional Technology	43
Chief Of School Police	46	Director II - Leadership Development	43
Deputy Chief Financial Officer	46	Director II - Literacy & Language Development	43
Senior Assistant General Counsel	46	Director II - Networking Services	43
Assistant General Counsel	45	Director II - Real Property Management	43
Deputy Chief of Staff	45	Director II - Related Services	43
Director IV - Capital Program Office	45	Director II - Research And School Improvement	43
Director IV - Construction Management	45	Director II - School Safety, Emergency Preparedness, and Crisis Management	43
Director IV - Curriculum And Instruction	45	Director II - School and Department Human Capital Management Support	43
Director IV - Education Services	45	Director II - Special Education Programs And Projects	43
Director IV - Instructional Support	45	Director II - Student Services	43
Director IV - Instructional Support And Student Activities	45	Director II - Technical Resources	43
Director IV - Maintenance	45	Director II - Title I Services	43
Director IV - Support Services	45	Director II - Turnaround Zone	43
Director IV - Technology Information Systems	45	Director II - User Support Services	43
Executive Director - Recruitment and Development	45	Police Captain	43
Director III - Assessment And Accountability	44	Deputy Assistant General Counsel	42
Director III - Compliance And Monitoring	44	Director I - Accountability and Research	42
Director III - Educational Media Services	44	Director I - Adult English Language Acquisition Services	42
Director III - Engineering, Information Technology, Emergency Response Systems	44	Director I - Assessment	42
Director III - Food Service	44	Director I - Communications Office	42
Director III - Government Affairs, Public Policy, And Strategic Planning	44	Director I - Compliance and Building Operations	42
Director III - Human Capital Management (HCM) Business Process Expert	44	Director I - Compliance And Monitoring	42
Director III - Instructional Business Process Expert	44	Director I - Constituent Services	42
Director III - Operational Services	44	Director I - Corporate Communications	42
Director III - Purchasing And Warehousing	44	Director I - Development And Innovation	42
Director III - Quality Assurance	44	Director I - Development Vegas PBS	42
Director III - Risk & Environmental Services	44	Director I - Early Childhood Special Education	42
Director III - Special Projects And Renovation Services	44	Director I - Employee Contracts and Separation Compliance	42
Director III - Transportation	44	Director I - Energy Management	42
Director I - Educational Opportunities	43	Director I - Engineering Services	42
Director II	43	Director I - English Language Learner Program	42
Director II - Application Process & Diversity Outreach/Recruitment	43	Director I - Environmental Services	42
Director II - Budget Department	43	Director I - Family & Community Engagement	42
		Director I - Fiscal Accountability And Data Analysis	42
		Director I - Food Service	42
		Director I - Grants Development And Administration	42
		Director I - Health Services	42

Administrative Titles and Salary Ranges - Continued

Fiscal Year 2016-17

Class Title	Range	Class Title	Range
Director I - Inspection Services	42	Coordinator IV - Low Incidence	41
Director I - Intergovernmental Relations	42	Coordinator IV - Low Incidence Disabilities	41
Director I - Low Incidence Disabilities	42	Coordinator IV - Magnet Schools and Career and Technical Academies (CTA)	41
Director I - Maintenance	42	Coordinator IV - Mechanical Systems And Equipment	41
Director I - Maintenance Manager	42	Coordinator IV - Modernization Services	41
Director I - Operational Risk	42	Coordinator IV - New Construction	41
Director I - Operations	42	Coordinator IV - Occupational And Physical Therapy Services	41
Director I - Professional Development, Special Education	42	Coordinator IV - Ombudsman	41
Director I - Programming	42	Coordinator IV - Payroll And Benefits	41
Director I - Psychological Services	42	Coordinator IV - Production Services	41
Director I - Purchasing And Warehousing	42	Coordinator IV - Property, Crime & Liability Claims	41
Director I - School and Department Recr	42	Coordinator IV - Psychological Services	41
Director I - School-community Partnership Program	42	Coordinator IV - Purchasing And Warehousing	41
Director I - Security Systems	42	Coordinator IV - Real Property Management	41
Director I - Speech Language Therapy And Audiology Services	42	Coordinator IV - School-community Partnership Program	41
Director I - Student Athletics	42	Coordinator IV - Special Education K-12	41
Director I - Student Data Services	42	Coordinator IV - Speech-language Therapy Services	
Director I - Title I Services	42	Coordinator IV - Strategic Projects	41
Director I - Transportation	42	Coordinator IV - Telecommunication Services	41
Director I - Vehicle Maintenance	42	Coordinator IV - Title I Homeless Program	41
Director I - Wraparound Services	42	Coordinator IV - Title I Program Services	41
Director I, Student Record Services	42	Coordinator IV - Unemployment Services Representative	41
Assistant Principal - Secondary School	41	Police Lieutenant	41
Coordinator IV - Accountability and Research	41	Principal - Elementary, Middle, Or High School	41
Coordinator IV - Accounting	41	Assistant Principal - Elementary School	40
Coordinator IV - Assessment	41	Coordinator III - Administrative Assistant	40
Coordinator IV - Assessment And Accountability	41	Coordinator III - Administrative Assistant, Bond Administration	40
Coordinator IV - Assistant To The Superintendent	41	Coordinator III - Administrative Assistant, Community And Government Relations	40
Coordinator IV - Assistive Technology Services	41	Coordinator III - Administrative Assistant, Instruction Unit	40
Coordinator IV - Avid Program	41	Coordinator III - Administrative Assistant, Police Services	40
Coordinator IV - Budget	41	Coordinator III - Administrative Assistant, Student Support Services Division	40
Coordinator IV - Bus Operations	41	Coordinator III - Administrative Assistant, Technology And Information Systems Services	40
Coordinator IV - Child Find Project	41	Coordinator III - Administrative Services	40
Coordinator IV - Claims Management Services	41	Coordinator III - Adult Education	40
Coordinator IV - Data Services	41	Coordinator III - Adult Language Acquisition Services	40
Coordinator IV - Demographics & Zoning	41	Coordinator III - Assessment	40
Coordinator IV - Department of Student Threat Evaluation and Crisis Response (DOSTECR)	41	Coordinator III - Attendance Enforcement	40
Coordinator IV - Due Process	41	Coordinator III - Career And Technical Education	40
Coordinator IV - Employee Business Training	41	Coordinator III - Cash And Investment Manager	40
Coordinator IV - Employee Development: Career Ladder Focus	41	Coordinator III - Compensation, Contracts, and Employee Records	40
Coordinator IV - Employee-Management Relations	41	Coordinator III - Compliance And Monitoring	40
Coordinator IV - Engineering Services, Architectural	41	Coordinator III - Data Analyst	40
Coordinator IV - Engineering Services, Civil	41	Coordinator III - Data Specialist	40
Coordinator IV - English Language Learner Program	41	Coordinator III - Data, Performance Management, and Innovative Projects	40
Coordinator IV - Facility Programming Services	41	Coordinator III - Data, Performance Management, And Project Facilitation	40
Coordinator IV - Facility Requirements	41	Coordinator III - Dual Language Program	40
Coordinator IV - Fiscal Accountability, Program Analysis, and Professional Learning	41	Coordinator III - Early Childhood Programs	40
Coordinator IV - Food Service Financial Management	41	Coordinator III - Early Childhood Title I Services	40
Coordinator IV - Gifted And Talented Education	41	Coordinator III - Early Childhood Transition Specialist	40
Coordinator IV - Grants Development And Administration	41	Coordinator III - Educational Facility Planning	40
Coordinator IV - Guidance And Counseling Services	41	Coordinator III - Elementary Fine Arts	40
Coordinator IV - Health Services	41	Coordinator III - Employee Development	40
Coordinator IV - Information Systems Architecture And Special Projects	41	Coordinator III - Engineering Services, Architectural	40
Coordinator IV - Innovative Programs/College and Career Readiness	41	Coordinator III - Engineering Services, Electrical	40
Coordinator IV - K-12 Curriculum Design and Innovative Programs	41	Coordinator III - Engineering Services, Mechanical	40
Coordinator IV - K-12 Instructional Technology	41	Coordinator III - English Language Learner	40
Coordinator IV - Literacy Innovative Programs	41		

Administrative Titles and Salary Ranges - Continued

Fiscal Year 2016-17

Class Title	Range
Coordinator III - Environmental Compliance	40
Coordinator III - Equipment Repair	40
Coordinator III - Equity And Diversity Education	40
Coordinator III - Executive Assistant To The Board Of School Trustees	40
Coordinator III - Exterior And Structural Building Repair	40
Coordinator III - Facilities And Bond Fund Financial Management	40
Coordinator III - Facilities Space Requirements	40
Coordinator III - Fiscal Accountability And Program Analysis	40
Coordinator III - Food Service School Operations	40
Coordinator III - Food Service Warehouse & Distribution	40
Coordinator III - Foster Care	40
Coordinator III - General Repair	40
Coordinator III - Geographic Information System Real Property Management	40
Coordinator III - Geographic Information System, Demographics And Zoning	40
Coordinator III - Geographic Information System, Demographics And Zoning	40
Coordinator III - Gift Manager	40
Coordinator III - Grant Writer	40
Coordinator III - Grant Writer, Vegas PBS	40
Coordinator III - Homebound Education	40
Coordinator III - Industrial Hygiene, Environmental Services	40
Coordinator III - Internal Audit	40
Coordinator III - K-12 Distance Education	40
Coordinator III - K-12 Library Services	40
Coordinator III - K-12 Literacy	40
Coordinator III - K-12 Mathematics	40
Coordinator III - K-12 Science	40
Coordinator III - K-12 Social Studies	40
Coordinator III - K-12 World Language	40
Coordinator III - K-5 Mathematics And Science	40
Coordinator III - Landscaping And Grounds	40
Coordinator III - Management Process System	40
Coordinator III - Operational Services	40
Coordinator III - Program Evaluator - Nevada State Gear Up	40
Coordinator III - Program Evaluator Inclusive School Practices/ Intervention Programs	40
Coordinator III - Program Evaluator Inclusive Schools Practices/intervention Programs	40
Coordinator III - Program Office	40
Coordinator III - Project Manager	40
Coordinator III - Public Information And Media Manager	40
Coordinator III - Public Information Manager	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 Banking	40
Coordinator III - Secondary Fine Arts	40
Coordinator III - Senior Financial Analyst	40
Coordinator III - Special Education Management System	40
Coordinator III - Specialized Human Resources Services	40
Coordinator III - Statistician, Demographics, Zoning, And Geographic Information System	40
Coordinator III - Student Activities	40
Coordinator III - Student Adjudication	40
Coordinator III - Substitute Hiring and Smartfind Administration	40
Coordinator III - Title I	40
Coordinator III - Title I Services	40

Class Title	Range
Coordinator III - Vegas PBS	40
Coordinator III - Vegas PBS Public Information and Media Manager	40
Coordinator III - Work Management, Maintenance	40
Coordinator III - Workforce Sales and Veterans Outreach	40
Coordinator III - Workforce Training and Economic Development	40
Dean Of Students - Secondary School	40
Coordinator II, Academic Support and Community Service Center	39
Coordinator II, Accounting - Food Service Department	39
Coordinator II, Adaptive Physical Education	39
Coordinator II, Communities in Schools	39
Coordinator II, Corporate Support Account Executive	39
Coordinator II, Early Reading First	39
Coordinator II, Family and Community Engagement Services (FACES)	39
Coordinator II, Geographic Information Systems	39
Coordinator II, Industrial Hygiene	39
Coordinator II, Parent Services	39
Coordinator II, Real Property Management	39
Coordinator II, Registered Dietitian	39
Coordinator II, Risk Management Accounting	39
Coordinator II, School-Community Partnership Program**	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



Administrative Titles and Salary Ranges - Continued Fiscal Year 2016-17

Class Title	Range
Coordinator I, Accounting	38
Coordinator I, Grants/Fiscal Accountability	38
Coordinator I, Accounting, Treasury	38
Coordinator I, Budget	38
Coordinator I, Communications Specialist	38
Coordinator I, Fleet Manager	38
Coordinator I, Public Information Specialist	38
Coordinator I - Accounting/budget Specialist	38
Coordinator I - Budget	38
Coordinator I - Communications Specialist	38
Coordinator I - Fleet Manager	38
Coordinator I - Parent Services	38
Coordinator I - Public Information Specialist	38

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

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

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



Administrative Salary Schedule Base - Monthly Salaries Fiscal Year 2016-17

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

Professional-Technical (PT) Salary Schedule Base - Monthly Salaries Fiscal Year 2016-17

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

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

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

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

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.

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

Support Personnel Titles And Salary Pay Grades

Fiscal Year 2016-17

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



Support Personnel Titles And Salary Pay Grades

Fiscal Year 2016-17

- Continued

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

Support Personnel Titles And Salary Pay Grades - Continued

Fiscal Year 2016-17

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

Support Personnel Titles And Salary Pay Grades - Continued

Fiscal Year 2016-17

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



Support Personnel Titles And Salary Pay Grades

Fiscal Year 2016-17

Code	Title	Grade	Min Hr	Max Hr
4830	Senior TV Engineer	56	\$23.20	\$29.62
	Senior Vehicle/Heavy Duty			
6310	Equipment Parts Clerk	52	\$19.09	\$24.37
3020	Senior Warehouse	53	\$20.05	\$25.60
1541	Server Administrator I	58	\$25.60	\$32.65
1529	Server Administrator II	60	\$28.23	\$36.01
1545	Server Technician I	52	\$19.09	\$24.37
1554	Server Technician II	55	\$22.10	\$28.23
1553	Server Technician III	58	\$25.60	\$32.65
0161	Sign Language Aide	45	\$13.58	\$17.33
7180	Skilled Trades Assistant	50	\$17.33	\$22.10
6011	Small Vehicle Operator	44	\$12.92	\$16.50
	Software Quality Assurance			
1512	Manager	64	\$34.30	\$43.76
6110	Special Education Bus Driver	48	\$15.71	\$20.05
8115	Special School Head Custodian	47	\$14.96	\$19.09
0095	Specialized Health Aide	46	\$14.24	\$18.19
0097	Specialized Procedures Nurse	49	\$16.50	\$21.04
	Specialized Programs Teacher			
0160	Assistant	41	\$11.16	\$14.24
	Specialized Programs Teacher			
0162	Assistant II	44	\$12.92	\$16.50
	Specialized Programs Teacher			
0164	Assistant Training Specialist	51	\$18.19	\$23.20
8250	Sprinkler Equipment Supervisor	58	\$25.60	\$32.65
8245	Sprinkler Equipment Technician	51	\$18.19	\$23.20
8247	Sprinkler Repairer Leader	55	\$22.10	\$28.23
4215	Staff Trainer - Human Resources	51	\$18.19	\$23.20
	Staff Training Supervisor - Human			
4205	Resources	55	\$22.10	\$28.23
4070	Standards Specialist	58	\$25.60	\$32.65
0265	Statistical Clerk	46	\$14.24	\$18.19
	Student Information Systems			
1514	Product Specialist	62	\$31.10	\$39.71
	Student Information Systems			
1448	Specialist	51	\$18.19	\$23.20
	Student Program/Placement			
0280	Processor	52	\$19.09	\$24.37
4220	Student Success Advocate	49	\$16.50	\$21.04
	Student Success Advocate			
4229	(Bilingual)	49	\$16.50	\$21.04
9040	Student Worker I	N/A	\$8.25	N/A
0101	Support Staff Assistant (Steps A-D)	40	\$10.63	\$13.58
9080	Support Staff Intern (Steps A-D)	44	\$12.92	\$16.50

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Code	Title	Grade	Min Hr	Max Hr
7336	Support Staff Trainer - Maintenance	51	\$18.19	\$23.20
	Department			
	Support Staff Trainer - Operations			
8035	Department	51	\$18.19	\$23.20
	Support Staff Training Supervisor -			
4253	Student Support Services	55	\$22.10	\$28.23
	Support Staff Training Supervisor -			
6410	Transportation	55	\$22.10	\$28.23
	Support Staff Training Supervisor -			
7335	Maintenance Department	55	\$22.10	\$28.23
	Support Staff Training Supervisor -			
8025	Operations Department	55	\$22.10	\$28.23
1566	Systems Administration Manager	64	\$34.30	\$43.76
1467	Systems Administrator	63	\$32.65	\$41.68
7200	Systems Control Technician	55	\$22.10	\$28.23
1464	Systems Software Analyst	62	\$31.10	\$39.71
1495	Technical Support Manager	64	\$34.30	\$43.76
	Technology and Information System			
	Services Database Administration			
1565	Manager	64	\$34.30	\$43.76
	Technology and Information System			
1561	Services Database Administrator I	60	\$28.23	\$36.01
	Technology and Information System			
1562	Services Database Administrator II	62	\$31.10	\$39.71
	Technology and Information System			
1563	Services Database Administrator III	63	\$32.65	\$41.68
1530	Technology Systems Specialist	54	\$21.04	\$26.87
0275	Technology Training Specialist	52	\$19.09	\$24.37
4791	Telecommunication Specialist I	55	\$22.10	\$28.23
4811	Telecommunication Specialist II	59	\$26.87	\$34.30
0122	Temporary Clerical Assistant	45-A	\$13.58	N/A
8041	Temporary Custodian	43-A	\$12.32	N/A
6131	Temporary Driving Training Instructor	49-A	\$16.50	N/A
9000	Temporary Food Service Worker	FS	\$10.00	N/A
3091	Temporary Heavy Truck Driver	50-A	\$17.33	N/A
	Temporary Transportation Aide-			
0102	Special Education	41-A	\$11.16	N/A
3001	Temporary Warehouse I	45-A	\$13.58	N/A
4270	Theater Manager	55	\$22.10	\$28.23
6080	Tire Inspector/Repairer	53	\$20.05	\$25.60
	Title I - FACES - Family/School			
0154	Engagement Liaison	52	\$19.09	\$24.37
	Title I - Family Outreach Specialist/			
	Family and Community Engagement			
0151	Services (FACES)	54	\$21.04	\$26.87
	Title I In-House Suspension Teacher			
0168	Assistant III (S-W)	45	\$13.58	\$17.33
	Title I In-House Suspension Teacher			
0169	Assistant IV (S-W)	47	\$14.96	\$19.09
	Title I Instructional Assistant III -			
0201	Bilingual	44	\$12.92	\$16.50
	Title I Instructional Assistant III			
0186	(Least Restrictive Environment)	44	\$12.92	\$16.50
	Title I Instructional Assistant III			
0180	(Physical Education)	44	\$12.92	\$16.50
0198	Title I Instructional Assistant III (S-W)	44	\$12.92	\$16.50
	Title I Instructional Assistant IV			
0187	(Least Restrictive Environment)	45	\$13.58	\$17.33
	Title I Instructional Assistant IV			
0184	(Physical Education)	45	\$13.58	\$17.33
0199	Title I Instructional Assistant IV (S-W)	45	\$13.58	\$17.33
	Title I Instructional Assistant IV -			
0202	Bilingual	45	\$13.58	\$17.33
0108	Title I Library Assistant III (S-W)	44	\$12.92	\$16.50



Support Personnel Titles And Salary Pay Grades - Continued

Fiscal Year 2016-17

Code	Title	Grade	Min Hr	Max Hr	Code	Title	Grade	Min Hr	Max Hr
0109	Title I Library Assistant IV (S-W)	47	\$14.96	\$19.09	7186	Utility Worker II	46	\$14.24	\$18.19
0182	Title I Sign Language Aide III (S-W)	46	\$14.24	\$18.19	4292	Utilization/Capacity Specialist	57	\$24.37	\$31.10
0183	Title I Sign Language Aide IV (S-W)	48	\$15.71	\$20.05		Vegas PBS - Administrative Office			
0158	Title I Specialized Programs Teacher Assistant III (S-W)	45	\$13.58	\$17.33	4827	Assistant	48	\$15.71	\$20.05
0159	Title I Specialized Programs Teacher Assistant IV (S-W)	47	\$14.96	\$19.09	4818	Vegas PBS - Assistant Accountant	50	\$17.33	\$22.10
0203	Title I Teacher/Family Assistant III - Bilingual	46	\$14.24	\$18.19	4819	Vegas PBS - Assistant to the General Manager	51	\$18.19	\$23.20
0188	Title I Teacher/Family Assistant III (S-W)	46	\$14.24	\$18.19	4822	Vegas PBS - Assistant Volunteer Specialist	48	\$15.71	\$20.05
0204	Title I Teacher/Family Assistant IV - Bilingual	48	\$15.71	\$20.05	4817	Vegas PBS - Communications Specialist	49	\$16.50	\$21.04
0189	Title I Teacher/Family Assistant IV (S-W)	48	\$15.71	\$20.05	4813	Vegas PBS - Development Department Assistant	48	\$15.71	\$20.05
7181	Trades Dispatcher/Scheduler	50	\$17.33	\$22.10	4835	Vegas PBS - Educational Media Services Office Specialist	45	\$13.58	\$17.33
0358	Transcriber/Recording Secretary	53	\$20.05	\$25.60		Vegas PBS - Executive Assistant/Recruitment/EEO/Diversity and			
0104	Transportation Aide-Special Education	43	\$12.32	\$15.71	4829	Compliance Supervisor	57	\$24.37	\$31.10
6132	Transportation Instructor	52	\$19.09	\$24.37	4828	Vegas PBS - Executive Secretary	54	\$21.04	\$26.87
6150	Transportation Investigator	52	\$19.09	\$24.37		Vegas PBS - Fundraising/Event &			
6401	Transportation Operations Assistant	52	\$19.09	\$24.37	4816	Communication Assistant	51	\$18.19	\$23.20
6400	Transportation Operations Manager	58	\$25.60	\$32.65	3123	Vegas PBS - Graphic Artist	55	\$22.10	\$28.23
	Transportation Operations Supervisor	57	\$24.37	\$31.10		Vegas PBS - Media Relations Specialist			
6330	Transportation Routing & Scheduling Analyst	55	\$22.10	\$28.23	4815	Vegas PBS - Media/Library Specialist	49	\$16.50	\$21.04
6335	Transportation Routing & Scheduling Assistant	52	\$19.09	\$24.37	3122	Vegas PBS - Membership Specialist	47	\$14.96	\$19.09
0350	Transportation Routing & Scheduling Clerk	46	\$14.24	\$18.19	4821	Vegas PBS - Office Supervisor-Content Department	51	\$18.19	\$23.20
6350	Transportation Routing & Scheduling Supervisor	58	\$25.60	\$32.65	4814	Vegas PBS - Office Supervisor-Workforce Department	51	\$18.19	\$23.20
3040	Truck Driver	49	\$16.50	\$21.04		Vegas PBS - Programming and			
4840	TV Assistant	49	\$16.50	\$21.04	4833	Traffic Assistant	48	\$15.71	\$20.05
4810	TV Engineer II	55	\$22.10	\$28.23	4824	Vegas PBS - Receptionist	45	\$13.58	\$17.33
4880	TV Member Services Manager	59	\$26.87	\$34.30	4823	Vegas PBS - Sales Assistant	48	\$15.71	\$20.05
4895	TV News and Production Manager	62	\$31.10	\$39.71	4820	Vegas PBS - Volunteer Specialist	50	\$17.33	\$22.10
4870	TV Operations Manager	59	\$26.87	\$34.30		Vegas PBS - Workforce Training & Economic Dev Receptionist/			
4800	TV Producer-Director I	54	\$21.04	\$26.87	4832	Customer Service Support - Bilingual	45	\$13.58	\$17.33
4850	TV Producer-Director II	55	\$22.10	\$28.23		Vegas PBS - Workforce Training & Economic Development Assistant			
4765	Underwriting Representative	59	\$26.87	\$34.30	4825	Vehicle Body Repairer/Painter	48	\$15.71	\$20.05
1494	User Support Services Manager	64	\$34.30	\$43.76	6030	Vehicle Body Repairer/Painter	53	\$20.05	\$25.60
	User Support Systems Product Specialist	62	\$31.10	\$39.71	6070	Vehicle Garage Shift Supervisor	56	\$23.20	\$29.62
7185	Utility Worker I	45	\$13.58	\$17.33	6020	Vehicle Maintenance Technician	54	\$21.04	\$26.87
						Vehicle Maintenance Technician Assistant	49	\$16.50	\$21.04
					6060	Vehicle Parts Expediter	44	\$12.92	\$16.50
					6305	Vehicle Radiator Repair Technician	54	\$21.04	\$26.87
					6040	Vehicle Service Worker	47	\$14.96	\$19.09
					6000	Vehicle/Garage Attendant	41	\$11.16	\$14.24
					6010	Vehicle/Heavy Duty Equipment Parts Clerk	47	\$14.96	\$19.09
						Vehicle/Heavy Duty Equipment Parts Warehouse Supervisor	58	\$25.60	\$32.65
					6300	Visually Handicapped Aide	46	\$14.24	\$18.19
					6325	Visually Impaired Assistant I	45	\$13.58	\$17.33
					0300	Visually Impaired Assistant II	47	\$14.96	\$19.09
					0302	Voice Communication Network Manager	64	\$34.30	\$43.76
					0304	Voice Communication Network Supervisor	61	\$29.62	\$37.80
					1546	Voice Communication Network Technician	56	\$23.20	\$29.62
					1547				
					7193				



Support Personnel Titles And Salary Pay Grades - Continued

Fiscal Year 2016-17

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

Remote Pay

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

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

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

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

Longevity Steps:

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

Support Staff Personnel Pay Grades And Hourly Rates

Fiscal Year 2016-17

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

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

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

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

Budget Formulas For Allocating Support Staff Personnel

Fiscal Year 2016-17

A. Senior High Schools¹

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

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

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

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

B. Middle Schools¹

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

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

Budget Formulas For Allocating Support Staff Personnel - Continued

Fiscal Year 2016-17

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

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

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

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

³ One eight-hour Office Specialist II will be assigned when the enrollment reaches 500 (600-MS/JHS), two when it reaches 1,700, three when it reaches 2,200, and four when it reaches 3,000 or above. Office Specialist II's are assigned only when the number of Assistant Principals increases.

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

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

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

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

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

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

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

Budget Formulas For Allocating Support Staff Personnel - Continued

Fiscal Year 2016-17

C. Elementary Schools¹

1. Clerical Entitlement ²				Number Of Hours Per Day By School Enrollment			
Position	Code	Pay	Months	0	400	1,000	1,400
		Grade	Per Year	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	Months	400 ³	600	800	1,000
		Grade	Per Year	To 599	To 799	To 999	To 1,199
School Aide ⁴ (Office, Playground, Media)	0100	40	10	7 ⁴	7 ⁴	7 ⁴	7 ⁴
Library Aide ⁵	0105	40	9	4	5	6	7
Head Custodian I	8110	47	12	8	8	8	8
Food Service Manager I ⁶	5110	50	9	8	8	8	8

D. Elementary Year-Round Schools¹

1. Clerical Entitlement ²				Number of Hours Per Day by School Enrollment				
Position	Code	Pay	Months	0	900	1,000	1,100	1,200
		Grade	Per Year	to 899	to 999	to 1,099	to 1,199	to 2,499
School Office Manager	0310	50	12	8	8	8	8	8
Elementary Sch. Clerk	0143	46	12	8	8	8	8	8
Off. Spec. II	0123	45	12	0	0	8	16	16
First Aid Safety Assistant	0090	43	11	6.5	6.5	6.5	6.5	6.5
2. Additional Support Staff				Number of Hours Per Day by School Enrollment				
Position	Code	Pay	Months	400 ³	600	800	1,000	
		Grade	Per Year	to 599	to 799	to 999	to 2,499	
School Aide ⁴ (Office, Playground, Media)	0100	40	11	6.5	7.5	8.5	9.5	
Library Aide ⁵	0105	40	11	4.5	5.5	6.5	7.5	
Head Custodian I	8110	47	12	8	8	8	8	
Food Service Manager I ⁶	5110	50	11	8	8	8	8	

E. Prime 6 Schools¹

1. Clerical Entitlement ²				Number Of Hours Per Day By School Enrollment			
Position	Code	Pay	Months	0	400	1,000	1,400
		Grade	Per Year	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 (Clerk I)	0144	40	9	7	7	7	7
2. Additional Support Staff				Number Of Hours Per Day By School Enrollment			
Position	Code	Pay	Months	400 ³	600	800	1,000
		Grade	Per Year	To 599	To 799	To 999	To 2,499
School Aide ⁴ (Office, Playground, Media)	0100	40	10	7 ⁴	7 ⁴	7 ⁴	7 ⁴
Library Aide ⁵	0105	40	9	4	5	6	7
Head Custodian I	8110	47	12	8	8	8	8
Food Service Manager I ⁶	5110	50	9	8	8	8	8
Campus Security Monitor	4170	44	9	15	15	15	15

Budget Formulas For Allocating Support Staff Personnel - Continued

Fiscal Year 2016-17

Auxiliary Entitlement--Approved By Specified Department For Elementary Schools

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

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

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

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

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

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

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

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

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

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

Budget Formulas For Allocating Certain Support Staff Personnel - Continued

Fiscal Year 2016-17

¹⁰ Specialized programs teacher assistant (special education):

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

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

Fringe Benefit Rates

Fiscal Year 2016-17

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

Fringe Benefit	Rate
Public Employees' Retirement System (PERS)	28%
Police Officers who participate in the PERS— Police/Fire Retirement System	40.50%
Occupational Injury Management (OIM) (Previously SIIS)	.70%
Old Age, Survivors, and Disability portion of Federal Insurance Compensation Act (FICA)	7.65% ¹
State Unemployment Insurance (SUI)	.05%
Medicare portion of Federal Insurance Compensation Act (FICA) for employees hired after April 1, 1986	1.45% ²

Employee Group Insurance (EGI)	Annual Contribution Per Employee
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Licensed	\$6,764.04
Support	6,319.80
Police	6,967.02
Unified	8,323.44
Police Adm	8,323.44

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

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



Teacher Retention Rate

Fiscal Years 2012-13 Through 2016-17

Year	Retention Rate
2012-13 ¹	89.7%
2013-14 ²	90.6%
2014-15 ²	91.6%
2015-16	91.0%

¹Pre-K - Second grade

²Elementary

Budget Formulas Allocating School Supplies And Equipment

Fiscal Year 2016-17

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 second quarter. 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 9, 2016, 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 18, 2015. 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 9, 2016	\$ 41.41	\$ 74.57
	December 18, 2015	33.16	
Middle	September 9, 2016	44.10	89.28
	December 18, 2015	45.19	
Senior High	September 9, 2016	46.31	106.94
	December 18, 2015	60.63	

Instructional Supplies

Allocations for instructional supplies are made on two dates a fiscal year. For students enrolled as of September 9, 2016, 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 18, 2015. 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 9, 2016	\$ 13.88	\$ 22.79
	December 18, 2015	8.91	
Middle	September 9, 2016	15.53	28.70
	December 18, 2015	13.17	
Senior High	September 9, 2016	17.27	36.99
	December 18, 2015	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 9, 2016.

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 9, 2016, and December 31, 2016, receive \$136 per student for new schools and \$59 per student for established schools.

Special Education Instructional Supplies

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

Instructional Computer Supplies

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

New schools shall receive a computer software allocation:

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

Printing Services

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

Audio-Visual Supplies

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

Technical Services

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

Instructional Equipment

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

Field Trips

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

Medical Supplies

All Schools - \$.39 per student

Library Books And Magazines

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

Other Library Supplies

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

Library Computer Supplies

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

Library Technical Services

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

Athletic Supplies

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

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

Middle schools receive \$876 per school for intramurals.

Other Activity Expenses

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

Postage

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

Custodial Supplies

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

Secondary Magnet Schools

As a result of varying length of day and program requirements, 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."

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

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

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

New School Completion Schedule Fiscal Years 2002-2017

School Year	Elementary	Middle Schools	High Schools	Remodeled Schools	Special Schools	Total New Schools
2001-02	7	5	2	1	-	15
2002-03	6	2	-	1	-	9
2003-04	7	3	2	1	-	13
2004-05	7	3	3	-	-	13
2005-06	7	3	1	1	-	12
2006-07	6	2	1	-	1	10
2007-08	6	2	1	2	-	11
2008-09	4	-	2	5	1	12
2009-10	3	-	3	-	-	6
2010-11	4	-	1	-	-	5
2011-12	-	-	-	2	-	2
2012-13	-	-	-	-	-	-
2013-14	-	-	-	-	-	-
2014-15	-	-	-	-	-	-
2015-16	-	-	-	-	-	-
2016-17	-	-	-	2	-	-
Total	61	22	16	15	2	114

Source: Facilities and Bond Financial Management