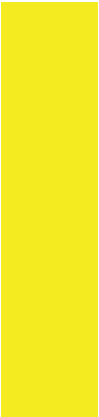




Allocations and Schedules

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 shall 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 allocation method is used to develop the budget appropriation level districtwide. This allocated amount per school is delivered through an online budgeting tool to each individual school site. The School Organization team, comprised of school administration, teachers, support staff, and parents are tasked with developing the strategic budget for the school site to meet the needs of the individual school.

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:

Full-Time Equivalents Calculation - Licensed Fiscal Year 2017-18

Hours Per Day	Employment Days 184 Days
3.59	0.50
7.18	1.00

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 - Non-Licensed Fiscal Year 2017-18

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 PK-20 related, 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.
- CCSD and the Clark County Education Association believe it is important to maintain a professional learning system which leads to improvement in student learning and educator/licensed professional practice. The Professional Salary Table (PST) shall recognize professional growth which promotes significant contributions to student learning and educator/licensed professional practice, and is equally accessible by all members of the bargaining unit. The PST shall reward and encourage educators/licensed professionals to remain career-long learners in order to increase student learning, enhance and update relevant skills, and have educators/licensed professionals be visible models as learners to their students and colleagues. Therefore, the Professional Growth System (PGS) shall encourage Professional Growth Plan (PGP) proposals which use evidence of updated skills and measures of student performance as the basis for column movement along the PST.
- Determination of employee placement and transition to the new PST salary schedule shall be governed by the provisions set forth in the “Memorandum of Agreement for Transition of Current Licensed Staff to the New Professional Salary Table”.

CCSD Benchmark

Fiscal Year 2017-18

Description	FY17	FY18
Per Pupil Expenditures	\$8,604	\$8,796
Average Class Size for Elementary	33	33
Average Class Size for Secondary	37	37

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

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

		Column <div>→</div>							
<div>Step</div> <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	2
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 Posi- tions 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

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

E. Extra Pay for Instructional Services

Activity	Hourly Rate
1. Continuing Education Instruction	\$22
2. In-Service Training Instruction	22
3. Summer School	22
4. Graduate Incentive Program	22
5. Other Approved Instructional Services:	
a. Itinerant Teachers	22
b. Committees, Task Forces, PDE Instructors	22
c. Approved Instructional Services (not listed)	22
6. Extra Duty Teaching Assignments:	
a. Early Bird/Late Bird	Teacher's Contract
b. "Behavior School" Instruction	Hourly Rate of Pay
c. "Sunset High School" Instruction	
d. Juvenile Court School Programs	
e. Purchased Preparation Period	
f. Extended School Year	
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 Deputy Superintendent, Chief Academic Officer, Chief Instructional Services Officer, School Associate Superintendents, Assistant 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 with 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 are determined by the Chief Academic Officer and Human Resources but may not exceed the total FTE number.

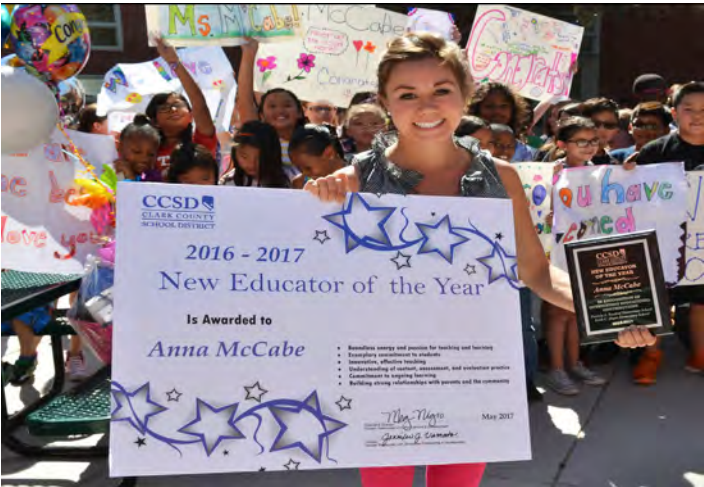
Middle Schools - Each middle school of 600 student enrollment and all small schools will have budgeted one full-time assistant principal. Two assistant principals will be budgeted when the enrollment reaches 1,700 or more.

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 2017-18 budget development staffing ratios:

Full Day Kindergarten:	1 licensed staff member for each 21 students.
Grade 1:	1 licensed staff member for each 17 students.
Grades 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.
Includes Class Size Reduction	

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

- 1. 4,104 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. 122 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. 16 licensed positions to instruct English language learner students.
- 6. 145 licensed positions for special assignment (i.e., Prime 6, Reading Recovery Trainers, Theme Coordinator, Magnet, ROTC, Social Workers, Psychologists, court orders, etc.)

F. Counselors

Elementary Schools—Counselors are budgeted for each elementary 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 elementary school 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) = 17,021.74
District pupil/teacher ratios:
(321,701 ÷ 17,021.74) = 18.90

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 2017-18 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 Chief Instructional Services Officer 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 32:1. 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 2017-18

Class Title	Range	Class Title	Range
General Counsel*	51	Director II, Application Process & Diversity Outreach/ Recruitment	43
Chief Operating Officer*	50	Director II, Budget Department	43
Deputy Superintendent*	50	Director II, Career And Technical Education	43
Associate Superintendent, Employee-Management Relations	49	Director II, Central Information Systems	43
Chief Academic Officer	49	Director II, Demographics, Zoning, And Geographic Information System	43
Chief Communication, Marketing, and Strategy Officer*	49	Director II, Distance Education and Virtual High School	43
Chief Educational Opportunity Officer*	49	Director II, Early Childhood	43
Chief Financial Officer*	49	Director II, Educational and Operational Excellence Unit	43
Chief Human Resources Officer*	49	Director II, Education Services	43
Chief Instructional Services Officer*	49	Director II, Employee Management Relations	43
Associate Superintendent, Community And Government Relations	47	Director II, Employee Onboarding and Development	43
Associate Superintendent, Facilities*	47	Director II, English Language Learner Program	43
Associate Superintendent, Instruction Unit	47	Director II, Equity And Diversity Education	43
Deputy General Counsel*	47	Director II, Executive Manager, Diversity And Affirmative Action*	43
General Manager, Vegas PBS*	47	Director II, Executive Manager, Superintendent Office	43
Assistant Chief Student Achievement Officer*	46	Director II, Facilities And Bond Fund Financial Management	43
Assistant Superintendent - Assessment, Accountability, Research, And School Improvement*	46	Director II, Guidance And Counseling	43
Assistant Superintendent, Education Services Division*	46	Director II, Humanities	43
Assistant Superintendent, English Language Learner Division*	46	Director II, Internal Audit	43
Assistant Superintendent, Instructional Design and Professional Learning Division*	46	Director II, Instruction Unit Services	43
Assistant Superintendent, Student Services Division	46	Director II, K-12 Language and Literacy Development	43
Chief Of School Police*	46	Director II, K-12 Literacy and Talent Development	43
Chief Technology Officer	46	Director II, K-12 Mathematics	43
Deputy Chief Financial Officer*	46	Director II, K-12 Science	43
Deputy Human Resources Officer*	46	Director II, K-12 Special Education	43
School Associate Superintendent*	46	Director II, Leadership Development Mentor and Design Team Leads	43
Senior Assistant General Counsel*	46	Director II, Low Incidence Disabilities	43
Assistant General Counsel*	45	Director II, Magnet Programs	43
Chief Compliance Office	45	Director II, Networking Services	43
Deputy Chief of Staff	45	Director II, Programming	43
Director IV, Construction Manager	45	Director II, Purchasing and Warehousing	43
Director IV, Education Services	45	Director II, Real Property Management	43
Director IV, Instructional Design and Professional Learning	45	Director II, Related Services	43
Director IV, Instructional Support	45	Director II, School and Department Human Capital Management Support	43
Director IV, Maintenance	45	Director II, School Safety and Crisis Management	43
Director IV, Recruitment and Development*	45	Director II, Science, Health, and Physical Education	43
Director IV, Support Services	45	Director II, Special Education Programs And Projects	43
Principal, Senior High School	44-45	Director II, Student Services	43
Director III, Assessment	44	Director II, Superintendent's Office*	43
Director III, Educational Media Services	44	Director II, Technical Resources	43
Director III, Engineering, Information Technology, Emergency Response Systems	44	Director II, Title I Services	43
Director III, Food Service	44	Director II, Turnaround Zone	43
Director III, Government Affairs	44	Director II, User Support Services	43
Director III, Human Capital Management (HCM) Business Process Expert	44	Police Captain	43
Director III, Instruction Unit	44	Principal, Alternative School**	41-43
Director III, Instructional Business Process Expert	44	Principal, Elementary School	42-43
Director III, Operational Services Division	44	Principal, Elementary School**	41-43
Director III, Purchasing And Warehousing	44	Principal, Special Education School**	43
Director III, Quality Assurance	44	Principal, Boulder City High School**	43
Director III, Risk & Environmental Services	44	Principal, Indian Springs High School**	43
Director III, Special Projects And Renovation Services	44	Principal, Las Vegas Academy of the Arts**	43
Director III, Transportation Department	44	Principal, Laughlin High School**	43
Director III, Workforce Training and Economic Development	44	Principal, Moapa Valley High School**	43
Principal, Career and Technical Academy**	42-44	Principal, Sandy Valley High School**	43
Principal, Junior High/Middle School**	41-44	Principal, Virgin Valley High School**	43
Director II, Accounting	43	Deputy Assistant General Counsel	42
		Director I, Academic Intervention & Professional Development	42

Administrative Titles and Salary Ranges

Fiscal Year 2017-18

Class Title	Range	Class Title	Range
Director I, Accountability and Research	42	Coordinator IV, Department of Student Threat Evaluation and Crisis Response (DOSTECR)	41
Director I, Adult Language Acquisition Services	42	Coordinator IV, Due Process	41
Director I, Assessment	42	Coordinator IV, Educational Services	41
Director I, Bus Operation	42	Coordinator IV, Employee Development: Career Ladder Focus	41
Director I, Communications and Brand Management	42	Coordinator IV, Employee Business Training	41
Director I, Communications Office	42	Coordinator IV, English Language Programs	41
Director I, Compliance and Building Operations	42	Coordinator IV, Expulsion Due Process and Trial Enrollments	41
Director I, Development And Innovation	42	Coordinator IV, Facility Asset Management	41
Director I, Development Vegas PBS	42	Coordinator IV, Facility Requirements	41
Director I, Educational Opportunities	42	Coordinator IV, Financial Management, Food Service	41
Director I, Employee Contracts and Separation Compliance	42	Coordinator IV, Financial Management, Vegas PBX	41
Director I, Employee Onboarding and Development	42	Coordinator IV, Fiscal Accountability, Program Analysis, and Professional Learning	41
Director I, English Language Learner Program	42	Coordinator IV, Gifted And Talented Education Program	41
Director I, Environmental Services	42	Coordinator IV, Grants Development And Administration	41
Director I, Family & Community Engagement	42	Coordinator IV, Guidance And Counseling Services	41
Director I, Fiscal Accountability	42	Coordinator IV, Health Services	41
Director I, Food Service	42	Coordinator IV, Information Systems Architecture And Special Projects Operations	41
Director I, Grants Development And Administration	42	Coordinator IV, Innovative Programs/College and Career Readiness	41
Director I, Health Services	42	Coordinator IV, Instructional Data Services	41
Director I, Innovative Projects	42	Coordinator IV, K-12 Curriculum Design and Innovative Programs	41
Director I, Inspection Services	42	Coordinator IV, K-12 Instructional Technology	41
Director I, Intergovernmental Relations	42	Coordinator IV, K-12 Special Education	41
Director I, Maintenance	42	Coordinator IV, Literacy Innovative Programs	41
Director I, Operations	42	Coordinator IV, Low Incidence Disabilities	41
Director I, Operational Risk, Risk and Environmental Services	42	Coordinator IV, Magnet Schools and Career and Technical Academies (CTA)	41
Director I, Professional Development, Special Education	42	Coordinator IV, Mechanical Systems And Equipment	41
Director I, Production Services Manager	42	Coordinator IV, New Construction	41
Director I, Psychological Services	42	Coordinator IV, Occupational And Physical Therapy Services	41
Director I, Purchasing And Warehousing	42	Coordinator IV, Ombudsman	41
Director I, Recruitment: Applications, General Recruitment and Retention Focus	42	Coordinator IV, Payroll Processing Supervisor	41
Director I, Recruitment: Diversity and High-Need Areas Focus	42	Coordinator IV, Program Office	41
Director I, School and Department Recruitment	42	Coordinator IV, Psychological Services	41
Director I, School-Community Partnership Program	42	Coordinator IV, Purchasing And Warehousing	41
Director I, Security Systems, School Police Services	42	Coordinator IV, Real Estate Acquisition & Planning	41
Director I, Speech Language Therapy Services	42	Coordinator IV, Risk Insurance Services	41
Director I, Student Activities	42	Coordinator IV, Safe and Respectful Learning Environment	41
Director I, Student Data Services	42	Coordinator IV, School Board Office	41
Director I, Student Record Services	42	Coordinator IV, School-Community Partnership Program	41
Director I, Title I Services	42	Coordinator IV, School Safety and Crisis Management	41
Director I, Transportation	42	Coordinator IV, Speech Language Therapy Services	41
Director I, Transportation Compliance Safety	42	Coordinator IV, Strategic Projects	41
Director I, Vehicle Maintenance	42	Coordinator IV, Telecommunication Services	41
Director I, Wraparound Services	42	Coordinator IV, Title I Budget and Compliance Monitoring	41
Principal, Academy of Individualized Study/Virtual High School	42	Coordinator IV, Title I Homeless Program	41
Principal, Advanced Technologies Academy**	42	Coordinator IV, Title I Services	41
Principal, Desert Rose Adult High School	42	Coordinator IV, Unemployment Services Representative	41
Assistant Principal, Secondary School**	41	Coordinator IV, Vegas PBS Recruitment and Corporate Culture	41
Coordinator IV, Accountability and Research	41	Police Lieutenant	41
Coordinator IV, Accountability	41	Principal, Community College High School**	41
Coordinator IV, Assessment	41	Principal, Continuation School**	41
Coordinator IV, Assistive Technology	41	Principal, Florence McClure Women's Correctional Center**	41
Coordinator IV, Avid Program	41	Principal, High Desert State Prison Adult High School**	41
Coordinator IV, Board of School Trustees	41	Principal, Juvenile Court Schools	41
Coordinator IV, Budget	41	Principal, Southern Desert Correctional Center Adult HS**	41
Coordinator IV, Child Find Project	41	Principal, Spring Mountain School**	41
Coordinator IV, Claims Management Services	41	Assistant Principal, Elementary School**	40
Coordinator IV, Communications Office	41	Assistant Principal, Special Education School**	40
Coordinator IV, Construction	41		
Coordinator IV, Curriculum Design and Innovative Programs	41		
Coordinator IV, Data Services	41		
Coordinator IV, Demographics & Zoning	41		

Administrative Titles and Salary Ranges

Fiscal Year 2017-18

Class Title	Range	Class Title	Range
Coordinator III, Accounting	40	Coordinator III, Focus Schools	40
Coordinator II, Administrative Assistant, Bond Administration	40	Coordinator III, Food Service School Operations	40
Coordinator III, Administrative Assistant, Community And Government Relations	40	Coordinator III, Food Service Warehouse & Distribution	40
Coordinator III, Administrative Assistant, Education Services Division	40	Coordinator III, Foster Care	40
Coordinator III, Administrative Assistant, Facilities Division	40	Coordinator III, General Repair	40
Coordinator III, Administrative Assistant, Instruction Unit	40	Coordinator III, Geographic Information System	40
Coordinator III, Administrative Assistant, School Police Services	40	Coordinator III, Gift Manager	40
Coordinator III, Administrative Assistant, Student Support Services	40	Coordinator III, Grant Evaluator	40
Coordinator III, Administrative Assistant, Technology And Information Systems	40	Coordinator III, Grant Writer	40
Coordinator III, Administrative Services	40	Coordinator III, Homebound Education Program	40
Coordinator III, Adult Education	40	Coordinator III, Homeless Outreach Program for Education	40
Coordinator III, Adult Language Acquisition Services	40	Coordinator III, Industrial Hygiene	40
Coordinator III, Architect	40	Coordinator III, Instructional Applications Coordinator	40
Coordinator III, Assessment-Data Analyst	40	Coordinator III, Instructional Data Management System	40
Coordinator III, Attendance Enforcement	40	Coordinator III, Internal Auditor	40
Coordinator III, Benefits Accounting Supervisor	40	Coordinator III, Investing in Innovation	40
Coordinator III, Birth to Pre-K Early Childhood, Striving Readers Comprehensive Literacy Program	40	Coordinator III, 6-12 Mathematics	40
Coordinator III, Career And Technical Education	40	Coordinator III, K-5 Literacy, Striving Readers Comprehensive Literacy Program	40
Coordinator III, Case Management	40	Coordinator III, K-12 English Language Arts	40
Coordinator III, Cash And Investment Management	40	Coordinator III, K-12 English Language Arts/Writing Focus	40
Coordinator III, Charter School Compliance	40	Coordinator III, K-12 Health, Physical Education, and Driver Education	40
Coordinator III, Compensation, Contracts, and Employee Records	40	Coordinator III, K-12 Library Services	40
Coordinator III, Compliance And Monitoring	40	Coordinator III, K-12 Literacy	40
Coordinator III, Custodial Supervision	40	Coordinator III, K-12 Online Content Development	40
Coordinator III, Data Analyst	40	Coordinator III, K-12 Professional Learning and Distance Education	40
Coordinator III, Data, Performance Management, and Innovative Projects	40	Coordinator III, K-12 Science	40
Coordinator III, Data, Performance Management, And Project Facilitation	40	Coordinator III, K-12 Social Studies	40
Coordinator III, Data Specialist	40	Coordinator III, K-12 World Language	40
Coordinator III, Demographics, Zoning, and Geographic Information System	40	Coordinator III, Landscaping And Grounds	40
Coordinator III, Early Childhood Literacy	40	Coordinator III, NCLB and Data Verification	40
Coordinator III, Early Childhood Title I Pre-K Programs	40	Coordinator III, Operational Services	40
Coordinator III, Early Childhood Title I Services	40	Coordinator III, Program Evaluator Inclusive School Practices/ Intervention Programs	40
Coordinator III, Early Childhood Transition Specialist	40	Coordinator III, Program Manager, Graduation Initiative Project	40
Coordinator III, Educational Services	40	Coordinator III, Project Manager	40
Coordinator III, Elementary Fine Arts	40	Coordinator III, Public Information Manager	40
Coordinator III, Employee Development	40	Coordinator III, Purchasing	40
Coordinator III, Employee Performance Management	40	Coordinator III, Ready to Learn, Vegas PBS	40
Coordinator III, Engineering Services	40	Coordinator III, Research	40
Coordinator III, English Language Learner	40	Coordinator III, Resource Management	40
Coordinator III, Environmental Compliance	40	Coordinator III, Safe And Drug Free Schools	40
Coordinator III, Equipment Repair	40	Coordinator III, Safety	40
Coordinator III, Equity And Diversity Education	40	Coordinator III, School Accounting	40
Coordinator III, Exterior And Structural Building Repair	40	Coordinator III, School Banking	40
Coordinator III, Facilities And Bond Fund Financial Management	40	Coordinator III, School Operations	40
Coordinator III, Facilities Project Manager	40	Coordinator III, School Police Investigator	40
Coordinator III, Facilities Space Requirements	40	Coordinator III, Secondary Literacy, Striving Readers Comprehensive Literacy Program	40
Coordinator III, Fine Arts, Elementary	40	Coordinator III, Senior Financial Analyst	40
Coordinator III, Fine Arts, Secondary	40	Coordinator III, Special Education Management System	40
Coordinator III, Fiscal Accountability and Data Analysis	40	Coordinator III, Specialized Human Resources Support	40
Coordinator III, Fiscal Accountability And Program Analysis	40	Coordinator III, Statistician, Demographics, Zoning, And Geographic Information System	40
Coordinator III, Fixed Assets, Purchasing Cards, System Control, and General Ledger	40	Coordinator III, Student Adjudication	40
		Coordinator III, Student Attendance Enforcement	40
		Coordinator III, Student Information System	40
		Coordinator III, Substitute Hiring and Smartfind Administration	40
		Coordinator III, Teacher Induction and Monitoring	40
		Coordinator III, Technology Integration Support	40
		Coordinator III, Technology Program Office	40

Administrative Titles and Salary Ranges - Continued

Fiscal Year 2017-18

Class Title	Range
Coordinator III, Technical Resources	40
Coordinator III, Title I	40
Coordinator III, Title I Compliance Monitoring	40
Coordinator III, Turnaround Zone	40
Coordinator III, Vegas PBS	40
Coordinator III, Vegas PBS Public Information and Media Manager	40
Coordinator III, Warehouse/Distribution Center	40
Coordinator III, Wraparound (Foster Care)	40
Coordinator III, Workforce Sales and Veterans Outreach	40
Coordinator III, Workforce Training and Economic Development	40
Coordinator III, WWW Production Services	40
Dean, Secondary***	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
Coordinator I, Accounting	38
Coordinator I, Affirmative Action/ADA Programs	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

* "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 12 month Base with \$1,500 Doctorate Degree - Monthly Salaries

Fiscal Year 2017-18

Range	A	A1	B	B1	C	C1	D	D1	E	E1	F	F1	G	G1*
52	10,931	11,056	11,478	11,603	12,052	12,177	12,655	12,780	13,288	13,413	13,952	14,077	14,650	14,775
51	10,410	10,535	10,931	11,056	11,478	11,603	12,052	12,177	12,655	12,780	13,288	13,413	13,952	14,077
50	9,914	10,039	10,410	10,535	10,931	11,056	11,478	11,603	12,052	12,177	12,655	12,780	13,288	13,413
49	9,442	9,567	9,914	10,039	10,410	10,535	10,931	11,056	11,478	11,603	12,052	12,177	12,655	12,780
48	8,992	9,117	9,442	9,567	9,914	10,039	10,410	10,535	10,931	11,056	11,478	11,603	12,052	12,177
47	8,564	8,689	8,992	9,117	9,442	9,567	9,914	10,039	10,410	10,535	10,931	11,056	11,478	11,603
46	8,156	8,281	8,564	8,689	8,992	9,117	9,442	9,567	9,914	10,039	10,410	10,535	10,931	11,056
45	7,768	7,893	8,156	8,281	8,564	8,689	8,992	9,117	9,442	9,567	9,914	10,039	10,410	10,535
44	7,398	7,523	7,768	7,893	8,156	8,281	8,564	8,689	8,992	9,117	9,442	9,567	9,914	10,039
43	7,046	7,171	7,398	7,523	7,768	7,893	8,156	8,281	8,564	8,689	8,992	9,117	9,442	9,567
42	6,710	6,835	7,046	7,171	7,398	7,523	7,768	7,893	8,156	8,281	8,564	8,689	8,992	9,117
41	6,390	6,515	6,710	6,835	7,046	7,171	7,398	7,523	7,768	7,893	8,156	8,281	8,564	8,689
40	6,086	6,211	6,390	6,515	6,710	6,835	7,046	7,171	7,398	7,523	7,768	7,893	8,156	8,281
39	5,796	5,921	6,086	6,211	6,390	6,515	6,710	6,835	7,046	7,171	7,398	7,523	7,768	7,893
38	5,520	5,645	5,796	5,921	6,086	6,211	6,390	6,515	6,710	6,835	7,046	7,171	7,398	7,523
37	5,257	5,382	5,520	5,645	5,796	5,921	6,086	6,211	6,390	6,515	6,710	6,835	7,046	7,171
36	5,007	5,132	5,257	5,382	5,520	5,645	5,796	5,921	6,086	6,211	6,390	6,515	6,710	6,835

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.

<u>District Service</u>	<u>Amount</u>
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 2017-18

Code	Title	Grade	Min Hr	Max Hr	Code	Title	Grade	Min Hr	Max Hr
	Accessible Instructional Materials				6005	Bus Washer	41	\$11.42	\$14.56
0300	Assistant	46	\$14.56	\$18.60	1511	Business Intelligence (BI) Analyst	63	\$33.39	\$42.62
2040	Accountant	56	\$23.72	\$30.29	1510	Business Intelligence (BI) Manager	64	\$35.08	\$44.75
2027	Accounts Payable Supervisor	54	\$21.52	\$27.46	0330	Business Services Specialist	51	\$18.60	\$23.72
2016	Accounts Payable Technician	49	\$16.88	\$21.52		Business Systems Security			
0200	Administrative Clerk	50	\$17.72	\$22.60	1540	Specialist I	57	\$24.92	\$31.80
	Administrative Computer Services					Business Systems Security			
1446	Specialist	56	\$23.72	\$30.29	1564	Specialist II	59	\$27.48	\$35.08
0320	Administrative School Secretary	50	\$17.72	\$22.60	3081	Buyer I	49	\$16.88	\$21.52
0240	Administrative Secretary I	51	\$18.60	\$23.72	3082	Buyer II	52	\$19.52	\$24.92
0250	Administrative Secretary II	52	\$19.52	\$24.92	3084	Buyer III	54	\$21.52	\$27.48
0251	Administrative Secretary III	54	\$21.52	\$27.46	3086	Buyer IV	57	\$24.92	\$31.80
0252	Administrative Secretary IV	57	\$24.92	\$31.80	7727	CADD Technical I	55	\$22.60	\$28.87
7780	AHERA Compliance Monitor	58	\$26.18	\$33.39	7728	CADD Technical II	57	\$24.92	\$31.80
2114	Air Quality Control Technician I	54	\$21.52	\$27.46	7729	CADD Technical III	59	\$27.48	\$35.08
1506	Application Administrator I	54	\$21.52	\$27.48	4170	Campus Security Monitor	44	\$13.22	\$16.88
1507	Application Administrator II	56	\$23.72	\$30.29	7060	Carpenter	52	\$19.52	\$24.92
	Applications Developer - COBOL/				7585	Carpet and Flooring Supervisor	58	\$26.18	\$33.39
1532	CICS	59	\$27.48	\$35.08	8030	Carpet Cleaning Technician	50	\$17.72	\$22.60
	Applications Developer I - ABAP/				8039	Central Kitchen Steward	43	\$12.60	\$16.07
1461	NETWEAVER	59	\$27.48	\$35.08		Certified Occupational Therapy			
	Applications Developer II - ABAP/				4222	Assistant	50	\$17.72	\$22.60
1460	NETWEAVER	63	\$33.39	\$42.62	7401	Chiller Technician I	56	\$23.72	\$30.29
1508	Applications Manager	64	\$35.08	\$44.75	7402	Chiller Technician II	57	\$24.92	\$31.80
7725	Apprentice Drafter	47	\$15.30	\$19.52		Civil & Landscape Quality Assurance			
	Asbestos Abatement Worker/				7309	Construction Inspector/Manager	58	\$26.18	\$33.39
7730	Insulator	51	\$18.60	\$23.72	2103	Claims Examiner	52	\$19.52	\$24.92
7705	Asbestos Inspector	56	\$23.72	\$30.29	2100	Claims Management Specialist	57	\$24.92	\$31.80
7735	Asbestos Planner/Scheduler	57	\$24.92	\$31.80	2098	Claims Manager	60	\$28.87	\$36.83
	Asphalt, Concrete, and Masonry				2102	Claims Technician	48	\$16.07	\$20.51
7410	Supervisor	58	\$26.18	\$33.39	4285	Classification/Compensation Analyst	57	\$24.92	\$31.80
2050	Assistant Accountant	50	\$17.72	\$22.60	0110	Clerk Typist I	40	\$10.87	\$13.88
8170	Assistant Custodial Supervisor	53	\$20.51	\$26.18	0175	Clerk/Braillist	45	\$13.88	\$17.72
	Assistant Grounds Equipment					Clock, Fire Alarm, & Intercom			
7091	Technician	46	\$14.56	\$18.60	7105	Technician	55	\$22.60	\$28.87
1060	Assistant Offset Shop Supervisor	54	\$21.52	\$27.48		Clock, Fire Alarm, & Intercom			
	Assistive Technology Services				7106	Technician-Entry Level	53	\$20.51	\$26.18
1449	Specialist	56	\$23.72	\$30.29		Code Compliance Inspector/Site			
4000	Attendance Officer	50	\$17.72	\$22.60	7700	Manager	59	\$27.48	\$35.08
7115	Audio Visual Technician	52	\$19.52	\$24.92	7209	Commissioning Technician I	59	\$27.48	\$35.08
0140	Autism Intervention Specialist I	45	\$13.88	\$17.72	0306	Communications Assistant	49	\$16.88	\$21.52
0141	Autism Intervention Specialist II	48	\$16.07	\$20.51		Communications Equipment Installer			
5020	Baker	43	\$12.60	\$16.07	7194	Assistant	51	\$18.60	\$23.72
1550	Basis Administrator I	60	\$28.87	\$36.83		Communications Equipment			
1551	Basis Administrator II	62	\$31.80	\$40.61	7195	Installer/Repairer	55	\$22.60	\$28.87
0134	Benefits Technician	49	\$16.88	\$21.52	0235	Compliance Analyst	53	\$20.51	\$26.18
	Bilingual Speech & Language				1650	Computer Forensic Investigator	62	\$31.80	\$40.61
4249	Assistant	47	\$15.30	\$19.52	1411	Computer Operations Manager	62	\$31.80	\$40.61
4248	Bilingual Translator/Interpreter	51	\$18.60	\$23.72	1410	Computer Operator	50	\$17.72	\$22.60
7000	Boiler Equipment Technician	54	\$21.52	\$27.48	1330	Computer Systems Specialist	51	\$18.60	\$23.72
	Boiler Equipment Technician - Entry				1555	Computer Technician I	52	\$19.52	\$24.92
7005	Level	52	\$19.52	\$24.92	1556	Computer Technician II	55	\$22.60	\$28.87
0170	Braillist	52	\$19.52	\$24.92	1557	Computer Technician III	58	\$26.18	\$33.39
0176	Broadcast Captionist I	47	\$15.30	\$19.52		Construction Analyst-Contract			
0177	Broadcast Captionist II	52	\$19.52	\$24.92	7714	Specialist	58	\$26.18	\$33.39
0178	Broadcast Captionist III	56	\$23.72	\$30.29	7152	Construction Compliance Clerk	48	\$16.07	\$20.51
4100	Budget Assistant	55	\$22.60	\$28.87	7146	Construction Documents Clerk	48	\$16.07	\$20.51
7120	Building Engineer	52	\$19.52	\$24.92	4260	Construction Documents Manager	56	\$23.72	\$30.29
7550	Building Engineer Supervisor	58	\$26.18	\$33.39	7153	Construction Estimator	57	\$24.92	\$31.80
7701	Bukding Inspector-Site Manager	62	\$31.80	\$40.61	7707	Construction Plans Examiner	62	\$31.80	\$40.61
8166	Building Manager	54	\$21.52	\$27.48		Construction Site Development Data			
6100	Bus Driver	47	\$15.30	\$19.52	7147	Specialist	50	\$17.72	\$22.60
6105	Bus Driver Trainee	47-A	\$15.30	\$15.30	7645	Construction Supervisor	58	\$26.18	\$33.39

Support Personnel Titles And Salary Pay Grades

Fiscal Year 2017-18

Code	Title	Grade	Min Hr	Max Hr	Code	Title	Grade	Min Hr	Max Hr
7032	Cross Connection Control Specialist	56	\$23.72	\$30.29	4090	Equipment Specialist	52	\$19.52	\$24.92
8100	Custodial Leader	46	\$14.56	\$18.60	0370	Executive Legal Secretary	55	\$22.60	\$28.87
8160	Custodial Supervisor	54	\$21.52	\$27.48		FACES - Family/School Engagement			
8040	Custodian	43	\$12.60	\$16.07	0152	Liaison	52	\$19.52	\$24.92
1326	Data Processing Machine Operator	46	\$14.56	\$18.60		FACES - Family/School Engagement			
1487	Data Research - Assessment Analyst	58	\$26.18	\$33.39	0153	Liaison - Bilingual	52	\$19.52	\$24.92
1482	Data Systems Operator	48	\$16.07	\$20.51		Facilities & Equipment Safety			
1200	Data Visualization Analyst I	59	\$27.48	\$35.08	3240	Inspection Manager	57	\$24.92	\$31.80
1201	Data Visualization Analyst II - Data Focus	63	\$33.39	\$42.62		Facilities & Equipment Safety			
	Data Visualization Analyst II - Design Focus	63	\$33.39	\$42.62	3200	Inspector	52	\$19.52	\$24.92
1202	Database Administrator	63	\$33.39	\$42.62	7204	Facilities Energy Inspector/Analyst	54	\$21.52	\$27.48
1515	Database Analyst III (Web-Based)	62	\$31.80	\$40.61	4402	Facilities Operations Analyst	57	\$24.92	\$31.80
1518	Database Analyst III (Web-Based) - Assessment and Accountability	62	\$31.80	\$40.61		Facility Data Control and Claims Representative			
1519	Database Analyst III Special Education Management Systems (SEMS)	62	\$31.80	\$40.61	7660	Facility QA/QC Construction Inspector/Manager	59	\$27.48	\$35.08
1521	Database Services Specialist	56	\$23.72	\$30.29		Facility QA/QC Construction Inspector/Manager			
4300	Demographic Specialist	57	\$24.92	\$31.80	7650	Facility Service Representative	58	\$26.18	\$33.39
4150	Dispatcher	47	\$15.30	\$19.52	8260	Farm/Nursery Manager	52	\$19.52	\$24.92
3021	Distribution Specialist I	50	\$17.72	\$22.60		Federal Programs Teacher/Family Aide			
3030	District Mail Courier	46	\$14.56	\$18.60	0185	Aide	43	\$12.60	\$16.07
4404	Document Control Specialist	54	\$21.52	\$27.48	0270	Federal Projects Clerk	46	\$14.56	\$18.60
7720	Drafter	55	\$22.60	\$28.87	6180	Field Supervisor	56	\$23.72	\$30.29
7719	Drafting and Records Manager	58	\$26.18	\$33.39	3120	Film & Video Traffic Supervisor	54	\$21.52	\$27.48
7131	Duplicating Equipment Technician	53	\$20.51	\$26.18	4053	Fingerprint Technician	47	\$15.30	\$19.52
0276	E-Rate Program Specialist	54	\$21.52	\$27.48	7260	Fire Equipment Technician	55	\$22.60	\$28.87
1505	EDP Operations Manager	62	\$31.80	\$40.61	7329	Fire Equipment Technician Assistant	51	\$18.60	\$23.72
4240	Educational Interpreter I	46	\$14.56	\$18.60	7031	Fire Sprinkler Technician	56	\$23.72	\$30.29
4241	Educational Interpreter II	53	\$20.51	\$26.18	7033	Fire Sprinkler Technician-Entry Level	53	\$20.51	\$26.18
4242	Educational Interpreter III	54	\$21.52	\$27.48	0090	First Aide/Safety Assistant	43	\$12.60	\$16.07
4243	Educational Interpreter IV	55	\$22.60	\$28.87	6090	Fleet Maintenance Manager	58	\$26.18	\$33.39
3121	Educational Media Center Supervisor	56	\$23.72	\$30.29	8119	Floor Care Supervisor	52	\$19.52	\$24.92
4231	Educational Transcriber	54	\$21.52	\$27.48	8117	Floor Care Technician	48	\$16.07	\$20.51
7010	Electrician	55	\$22.60	\$28.87	7280	Flooring Technician	52	\$19.52	\$24.92
7015	Electrician-Entry Level	52	\$19.52	\$24.92	7275	Food Service Equipment Technician	54	\$21.52	\$27.48
7570	Electrician Supervisor	58	\$26.18	\$33.39		Food Service Facilities, Equipment, and Maintenance Supervisor			
7575	Electronics Supervisor	58	\$26.18	\$33.39	5116	Food Service Facility Operations Supervisor	65	\$36.83	\$46.99
7390	Electronics Technician II	53	\$20.51	\$22.18	5115	Food Service Maintenance Supervisor	52	\$19.52	\$24.92
0143	Elementary School Clerk	46	\$14.56	\$18.60		Food Service Maintenance Supervisor			
7211	Energy Management and Commissioning Supervisor	62	\$31.80	\$40.61	5305	Food Service Maintenance Technician I	58	\$26.18	\$33.39
7208	Energy Management Supervisor	58	\$26.18	\$33.39	7276	Food Service Maintenance Technician I	50	\$17.72	\$22.60
7207	Energy Management Systems (EMS) Scheduler	50	\$17.72	\$22.60		Food Service Maintenance Technician II			
7205	Energy Management Technician I	55	\$22.60	\$28.87	7277	Food Service Maintenance Technician II	51	\$18.60	\$23.72
7206	Energy Management Technician II	56	\$23.72	\$30.29	5110	Food Service Manager I	50	\$17.72	\$22.60
1444	Enterprise Instructional Design Specialist Trainer	57	\$24.92	\$31.80	5113	Food Service Manager I Floater	50	\$17.72	\$22.60
	Enterprise Systems Integration Specialist	62	\$31.80	\$40.61	5120	Food Service Manager II	51	\$18.60	\$23.72
1513	Environmental Project Monitor	57	\$24.92	\$31.80	5114	Food Service Manager II Floater	51	\$18.60	\$23.72
2118	Environmental Project Monitor Supervisor	58	\$26.18	\$33.39	5275	Food Service Personnel Manager	60	\$28.87	\$36.83
2119	Equipment Operator Crew Leader	52	\$19.52	\$24.92	5270	Food Service Region Supervisor	57	\$24.92	\$31.80
8300	Equipment Operator/Truck Driver	50	\$17.72	\$22.60		Food Service Software Support Technician			
8305	Equipment Operator/Truck Driver Assistant	48	\$16.07	\$20.51	5117	Food Service Software Support Technician	52	\$19.52	\$24.92
	Equipment Requisition Funds Analysis/Forms Mgmt Supv	58	\$26.18	\$33.39	5001	Food Service Specialist	43	\$12.60	\$16.07
4065					5260	Food Service Supervisor II	55	\$22.60	\$28.87
					5300	Food Service Warehouse Supervisor	55	\$22.60	\$28.87
					5000	Food Service Worker	41	\$11.42	\$14.56
					5010	Food Service Worker Floater	41	\$11.42	\$14.56
					7270	Furniture Repair Technician	51	\$18.60	\$23.72
					7565	Furniture Repairer Supervisor	58	\$26.18	\$33.39
					8190	Gardener I	44	\$13.22	\$16.88
					8200	Gardener II	46	\$14.56	\$18.60
						Geographic Information System (GIS) Analyst			
					4296	Geographic Information System (GIS) Analyst	61	\$30.29	\$38.66

Support Personnel Titles And Salary Pay Grades

Fiscal Year 2017-18

Code	Title	Grade	Min Hr	Max Hr	Code	Title	Grade	Min Hr	Max Hr
4297	Geographic Information System (GIS) Senior Analyst	63	\$33.39	\$42.62	0172	Instructional Assistant (Bilingual)	40	\$10.87	\$13.88
6351	Geographic Information System (GIS) Transportation Technician I	55	\$22.60	\$28.87		Instructional Assistant (Least Restrictive Environment)	40	\$10.87	\$13.88
6352	Geographic Information System (GIS) Transportation Technician II	58	\$26.18	\$33.39		Instructional Assistant (Physical Education)	40	\$10.87	\$13.88
7210	Glazier	52	\$19.52	\$24.92	0190	Instructional Assistant (Teacher Aide)	40	\$10.87	\$13.88
1105	Graphic Artist Assistant	45	\$13.88	\$17.72	7050	Insulator	54	\$21.52	\$27.48
1110	Graphic Artist I	50	\$17.72	\$22.60	2112	Insurance Services Manager	62	\$31.80	\$40.61
1120	Graphic Artist II	55	\$22.60	\$28.87	0133	Intake Clerk	46	\$14.56	\$18.60
1030	Graphic Artist Supervisor	58	\$26.18	\$33.99	4245	Interpreter Specialist	59	\$27.48	\$35.08
1100	Graphics Specialist	54	\$21.52	\$27.48	4227	Intervention Specialist	49	\$16.88	\$21.52
8005	Grounds Assistant Supervisor - Equipment Operator	57	\$24.92	\$31.80	7576	Intrusion Alarm Supervisor	58	\$26.18	\$33.39
8010	Grounds Assistant Supervisor - Equipment Repair	57	\$24.92	\$31.80	7100	Intrusion Alarm Technician	54	\$21.52	\$27.48
7090	Grounds Equipment Technician	50	\$17.72	\$22.60	3015	Inventory Control Clerk	47	\$15.30	\$19.52
7590	Hardware/Locksmith Supervisor	58	\$26.18	\$33.39	8240	Irrigation Systems Installer/Repairer	50	\$17.72	\$22.60
2117	Hazardous Materials Field Technician I	56	\$23.72	\$30.29	4226	Itinerant Tester	46	\$14.56	\$18.60
8110	Head Custodian I	47	\$15.30	\$19.52	2045	Junior Accountant	54	\$21.52	\$27.48
8120	Head Custodian II	48	\$16.07	\$20.51	8220	Landscape and Grounds Supervisor	58	\$26.18	\$33.39
8130	Head Custodian III	52	\$19.52	\$24.92	8230	Landscape Leader	48	\$16.07	\$20.51
3090	Heavy Truck Driver	50	\$17.72	\$22.60	8235	Landscape Technician	52	\$19.52	\$24.92
1478	Help Desk Analyst I	52	\$19.52	\$24.92		Landscaping and Grounds Assistant Supervisor	57	\$24.92	\$31.80
1479	Help Desk Analyst II	55	\$22.60	\$28.87	3035	Lead District Mail Courier	49	\$16.88	\$21.52
7035	HVACR Technician-Entry Level	52	\$19.52	\$24.92	0365	Legal Secretary I	48	\$16.07	\$20.51
7040	HVACR Technician I	54	\$21.52	\$27.48	0360	Legal Secretary II	51	\$18.60	\$23.72
7400	HVACR Technician II	56	\$23.72	\$30.29	0105	Library Aide	40	\$10.87	\$13.88
7635	Industrial Arts Maintenance Supervisor	58	\$26.18	\$33.39	7070	Locksmith	52	\$19.52	\$24.92
7160	Industrial Arts Maintenance Technician	54	\$21.52	\$27.48	7187	Logistics Specialist I	48	\$16.07	\$20.51
0195	Infant/Toddler Day Care Aide	44	\$13.22	\$16.88	7188	Logistics Specialist II	52	\$19.52	\$24.92
0305	Information Aide	48	\$16.07	\$20.51	7189	Logistics Specialist III	55	\$22.60	\$28.87
4405	Information and Records Manager	60	\$28.87	\$36.83	7046	Machinist Technician	55	\$22.60	\$28.87
1542	Information Control Specialist	51	\$18.60	\$23.72	3400	Mail Services Manager	54	\$21.52	\$27.48
0124	Information Liaison	46	\$14.56	\$18.60		Mainframe Operations Scheduling Specialist	55	\$22.60	\$28.87
0285	Information Processor	45	\$13.88	\$17.72	7300	Maintenance Leader	57	\$24.92	\$31.80
1477	Information Systems Help Desk Manager	60	\$28.87	\$36.83	7315	Maintenance Leader - Carpenter	57	\$24.92	\$31.80
1447	Information Systems Help Desk Specialist	53	\$20.51	\$26.18	7316	Maintenance Leader - Electrical	57	\$24.92	\$31.80
7011	Infrared Thermographer (Electrical)	56	\$23.72	\$30.29		Maintenance Leader - Electronics Equipment and Systems	57	\$24.92	\$31.80
0165	In-House Suspension Teacher Aide	41	\$11.42	\$14.56		Maintenance Leader - Fire Sprinkler Systems	57	\$24.92	\$31.80
1203	Instructional Assistant-Dance Program	40	\$10.87	\$13.88	7327	Maintenance Leader - Flooring	57	\$24.92	\$31.80
1204	Instructional Assistant-Gardens	40	\$10.87	\$13.88	7319	Maintenance Leader - Flooring	57	\$24.92	\$31.80
1205	Instructional Assistant-Instrumental Music Program	40	\$10.87	\$13.88	7320	Maintenance Leader - Glazier	57	\$24.92	\$31.80
1206	Instructional Assistant-Piano Accompanist Program	40	\$10.87	\$13.88		Maintenance Leader - Hardware/Locksmith	57	\$24.92	\$31.80
1222	Instructional Assistant-Literacy and Language Program	40	\$10.87	\$13.88	7321	Maintenance Leader - HVACR	57	\$24.92	\$31.80
1207	Instructional Assistant-Strings Program	40	\$10.87	\$13.88		Maintenance Leader - Office Machine Repair	57	\$24.92	\$31.80
1208	Instructional Assistant-Theater Performance Program	40	\$10.87	\$13.88	7323	Maintenance Leader - Painter	57	\$24.92	\$31.80
1209	Instructional Assistant-Theater Technician Program	40	\$10.87	\$13.88	7324	Maintenance Leader - Plumber	57	\$24.92	\$31.80
1210	Instructional Assistant-Visual Arts Program	40	\$10.87	\$13.88	7326	Maintenance Leader - Roofer	57	\$24.92	\$31.80
1211	Instructional Assistant-Vocal Music Program	40	\$10.87	\$13.88	7310	Mason	53	\$20.51	\$26.81
					4796	Master Control Specialist	50	\$17.72	\$22.60
					1050	Media Specialist	57	\$24.92	\$31.80
					1445	Microcomputer Support Specialist	52	\$19.52	\$24.92
					1475	Microcomputer Systems Specialist	55	\$22.60	\$28.87
					1473	MIS/DP Technology Specialist	58	\$26.18	\$33.39
					7055	Mobile Crane Operator I	52	\$19.52	\$24.92
					7056	Mobile Crane Operator II	55	\$22.60	\$28.87
					7240	Musical Instrument Technician	54	\$21.52	\$27.48
					1548	Network Design Technician III	58	\$26.18	\$33.39
					1558	Network Technician I	52	\$35.08	\$44.75
					1559	Network Technician II	55	\$19.52	\$24.92

Support Personnel Titles And Salary Pay Grades

Fiscal Year 2017-18

Code	Title	Grade	Min Hr	Max Hr	Code	Title	Grade	Min Hr	Max Hr
1560	Network Technician III	58	\$26.18	\$33.39	0148	Recruitment Specialist - Bilingual	57	\$24.92	\$31.80
4200	Office Manager	53	\$20.51	\$26.18	8020	Recycling Specialist	53	\$20.51	\$26.18
0123	Office Specialist II	45	\$13.88	\$17.72	0145	Registrar I	45	\$13.88	\$17.72
0126	Office Specialist II - Bilingual	45	\$13.88	\$17.72	0146	Registrar II	46	\$14.56	\$18.60
0206	Office Supervisor	51	\$18.60	\$23.72	7760	Risk Assessor	54	\$21.52	\$27.48
1010	Offset Machine Operator	47	\$15.30	\$19.52	2097	Risk Control/Safety Manager	62	\$31.80	\$40.61
1025	Offset Machine Operator Leader	51	\$18.60	\$23.72		Risk Management Field Investigation			
1040	Offset Machine Operator Trainee	41	\$11.42	\$14.56	2096	Supervisor	62	\$31.80	\$40.61
0355	Operations Clerk	46	\$14.56	\$18.60	2109	Risk Services Analyst	54	\$21.52	\$27.48
8165	Operations Manager	60	\$28.87	\$36.83	7220	Roofer	52	\$19.52	\$24.92
8116	Operations Supervisor - Floor Care	57	\$24.92	\$31.80		Safety and Equipment Inspection			
8104	Operations Supervisor - Pest Control	57	\$24.92	\$31.80	2110	Manager	60	\$28.87	\$36.83
	Organizational Management				2107	Safety and Equipmen Technician	51	\$18.60	\$23.72
2085	Business Specialist	57	\$24.92	\$31.80	4250	Safety and Health Lab Technician	51	\$18.60	\$23.72
7080	Painter	52	\$19.52	\$24.92	4256	Sample Control Clerk	50	\$17.72	\$22.60
7580	Painter Supervisor	58	\$26.18	\$33.39		SB 515-Social Worker/Mental Health			
0367	Paralegal	54	\$21.52	\$27.46	4219	Assistatn	51	\$18.60	\$23.72
9961	Para-Professional: Avid Tutor I	AT1	\$12.00	\$12.00	0100	School Aide	40	\$10.75	\$13.88
9962	Para-Professional: Avid Tutor II	AT2	\$15.00	\$15.00	0099	School Aide - Bilingual	40	\$10.75	\$13.88
9963	Para-Professional: Avid Tutor III	AT3	\$18.00	\$18.00	0307	School Banker	46	\$14.56	\$18.60
9964	Para-Professional: Avid Tutor IV	AT4	\$20.00	\$20.00	0310	School Office Manager	50	\$17.72	\$22.60
	Para-Professional: Instructional				0311	School Office Manager-Bilingual	50	\$17.72	\$22.60
9968	Technology Lab Aide	48	\$16.07	\$20.51	4145	School Police Dispatcher	51	\$18.60	\$23.72
9972	Para-Professional: Tutor I	AT1	\$12.00	\$12.00	4140	School Police Dispatcher Supervisor	55	\$22.60	\$28.87
9973	Para-Professional: Tutor II	AT2	\$15.00	\$15.00	4143	School Police Lead Dispatcher	53	\$20.51	\$26.18
9974	Para-Professional: Tutor III	AT3	\$18.00	\$18.00	0144	School/Community Facilitator	40	\$10.75	\$13.88
9975	Para-Professional: Tutor IV	AT4	\$20.00	\$20.00	0142	School/Community Liaison	50	\$17.72	\$22.60
0194	Parent/Guardian Mentor	44	\$13.22	\$16.88		School/Community Partnership-			
2125	Payroll Technician I	46	\$14.56	\$18.60		Safe Routes to School, School/			
2120	Payroll Technician II	49	\$16.88	\$21.52	0155	Community Liason	49	\$16.88	\$21.52
4283	Personnel Analyst	53	\$20.51	\$26.18	0220	Secretary II	46	\$14.56	\$18.60
4284	Personnel Analyst-Bilingual	53	\$20.51	\$26.18	0221	Secretary II-Bilingual	46	\$14.56	\$18.60
0136	Personnel Assistant	47	\$15.30	\$19.52	0230	Secretary III	48	\$16.07	\$20.51
0138	Personnel Assistant-Bilingual	47	\$15.30	\$19.52	0231	Secretary III - Bilingual	48	\$16.07	\$20.51
0135	Personnel Clerk	46	\$14.56	\$18.60	4025	Security Specialist	48	\$16.07	\$20.51
4252	Personnel Paydata Specialist	49	\$16.88	\$21.52		Security Systems Application			
2031	Personnel Paydata Supervisor	54	\$21.52	\$27.48	1492	Manager	64	\$35.08	\$44.75
8101	Pest Control Supervisor	50	\$17.72	\$22.60	1493	Security Systems Design Manager	64	\$35.08	\$44.75
8103	Pest Control Technician	44	\$13.22	\$16.88	1496	Security Systems Support Technician	58	\$26.18	\$33.39
1150	Photographer/Lithographer	52	\$19.52	\$24.92		Senior Asbestos Abatement			
4221	Physical Therapist Assistant	50	\$17.72	\$22.60	7750	Inspector	57	\$24.92	\$31.80
7140	Pipefitter	55	\$22.60	28.87	4010	Senior Attendance Officer	53	\$20.51	\$26.18
5315	Plant Manager	61	\$30.29	\$38.66	2099	Senior Claims Examiner	57	\$24.92	\$31.80
7030	Plumber	54	\$21.52	\$27.48		Senior Code Compliance Inspector/			
7034	Plumber-Entry Level	52	\$19.52	\$24.92	7710	Site Manager	60	\$28.87	\$36.83
	Plumber/Pipefitter/Boiler Technician				0137	Senior Documents Clerk	46	\$14.56	\$18.60
7620	Supervisor	58	\$26.18	\$33.39	0353	Senior Electronics Technician	61	\$30.29	\$38.66
7709	Preventive Maintenance Manager	58	\$26.18	\$33.39	8118	Senior Floor Care Technician	50	\$17.72	\$22.60
7145	Pricing Clerk	47	\$15.30	\$19.52	5280	Senior Food Service Supervisor	58	\$26.18	\$33.39
0181	Principal Operations Support Clerk	46	\$14.56	\$18.60	5030	Senior Food Service Worker	46	\$14.56	\$18.60
7711	Program Development Specialist	57	\$24.92	\$31.80	5040	Senior Food Service Worker Floater	46	\$14.56	\$18.60
7155	Project Scheduler	57	\$24.92	\$31.80		Senior Information and Technology			
4225	Psychological Services Assistant	49	\$16.88	\$21.52	1436	Security Manager	65	\$36.83	\$46.99
	Purchasing Analyst/Contract					Senior Information Systems			
7712	Specialist	58	\$26.18	\$33.39	1435	Operator	51	\$18.60	\$23.72
3025	Purchasing Supervisor	60	\$28.87	\$36.83	0255	Senior Maintenance Clerk	46	\$14.56	\$18.60
3027	Purchasing Supervisor II	62	\$31.80	\$40.61	1020	Senior Offset Machine Operator	49	\$16.88	\$21.52
	Radio Communications and Video				8102	Senior Pest Control Technician	47	\$15.30	\$19.52
7192	Equipment Installer	54	\$21.52	\$27.48	1472	Senior Programming Analyst	59	\$27.48	\$35.08
4290	Real Property & Site Analyst	54	\$21.52	\$27.48	7154	Senior Project Scheduler	59	\$27.48	\$35.08
4110	Realty Specialist	56	\$23.72	\$30.29	2101	Senior Risk Control Analyst	58	\$26.18	\$33.39
0286	Records Processor	46	\$14.56	\$18.60	2113	Senior Risk Services Analyst	57	\$24.92	\$31.80
0147	Recruitment Specialist	57	\$24.92	\$31.80	1509	Senior Systems Analyst	62	\$31.80	\$40.61

Support Personnel Titles And Salary Pay Grades

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Code	Title	Grade	Min Hr	Max Hr	Code	Title	Grade	Min Hr	Max Hr
4831	Senior Telecommunication Specialist	65	\$36.83	\$46.99	1495	Technical Support Manager	64	\$35.08	\$44.75
3050	Senior Truck Driver	51	\$18.60	\$23.72		Technology and Information System			
4830	Senior TV Engineer	56	\$23.72	\$30.29		Services Database Administration			
	Senior Vehicle/Heavy Duty				1565	Manager	64	\$35.08	\$44.75
6310	Equipment Parts Clerk	52	\$19.52	\$24.92		Technology and Information System			
3020	Senior Warehouser	53	\$20.51	\$26.18	1561	Services Database Administrator I	60	\$28.87	\$36.83
1541	Server Administrator I	58	\$26.18	\$33.39		Technology and Information System			
1529	Server Administrator II	60	\$28.87	\$36.83	1562	Services Database Administrator II	62	\$31.80	\$41.61
1549	Server Adminsitrator III	58	\$31.80	\$40.61		Technology and Information System			
1545	Server Technician I	52	\$19.52	\$24.92	1563	Services Database Administrator III	63	\$33.39	\$42.62
1554	Server Technician II	55	\$22.60	\$28.87	1530	Technology Systems Specialist	54	\$21.52	\$27.48
1553	Server Technician III	58	\$26.18	\$33.39	0275	Technology Training Specialist	52	\$19.52	\$24.92
0161	Sign Language Aide	45	\$13.88	\$17.72	4791	Telecommunication Specialist I	55	\$22.60	\$28.87
7180	Skilled Trades Assistant	50	\$17.72	\$22.60	4811	Telecommunication Specialist II	59	\$27.48	\$35.08
6011	Small Vehicle Operator	44	\$13.22	\$16.88	0122	Temporary Clerical Assistant	45-A	\$13.88	\$13.88
	Software Quality Assurance				8041	Temporary Custodian	43-A	\$12.60	\$12.60
1512	Manager	64	\$35.08	\$44.75	6131	Temporary Driving Training Instructor	49-A	\$16.88	\$16.88
6110	Special Education Bus Driver	48	\$16.07	\$20.51	9000	Temporary Food Service Worker	FS	\$10.00	\$10.00
8115	Special School Head Custodian	47	\$15.30	\$19.52	3091	Temporary Heavy Truck Driver	50-A	\$17.72	\$17.72
0095	Specialized Health Aide	46	\$14.56	\$18.60		Temporary Transportation Aide-			
0097	Specialized Procedures Nurse	49	\$18.60	\$23.72	0102	Special Education	41-A	\$11.42	\$11.42
	Specialized Programs Teacher					Temporary Vehicle Maintenance			
0160	Assistant	41	\$11.42	\$14.56	6021	Technician	54-A	\$21.52	\$21.52
	Specialized Programs Teacher				3001	Temporary Warehouser I	45-A	\$13.88	\$13.88
0162	Assistant II	44	\$13.22	\$16.88	4270	Theater Manager	55	\$22.60	\$28.87
	Specialized Programs Teacher				6080	Tire Inspector/Repairer	53	\$20.51	\$26.18
0164	Assistant Training Specialist	51	\$18.60	\$23.72		Title I - FACES - Family/School			
8250	Sprinkler Equipment Supervisor	58	\$26.18	\$33.39	0154	Engagement Liaison	52	\$19.52	\$24.92
8245	Sprinkler Equipment Technician	51	\$18.60	\$23.72		Title I - FACES - Family/School			
8247	Sprinkler Repairer Leader	55	\$22.60	\$28.87	0149	Engagement Liaison-Bilingual	52	\$19.52	\$24.92
4215	Staff Trainer - Human Resources	51	\$18.60	\$23.72		Title I - FACES - Family and			
	Staff Training Supervisor - Human				0205	Community Engagement Services-			
4205	Resources	55	\$22.60	\$28.87		Family Learning Advocate	50	\$17.72	\$22.60
4070	Standards Specialist	58	\$26.18	\$33.39		Title I - Family Outreach Specialist/			
0265	Statistical Clerk	46	\$14.56	\$18.60		Family and Community Engagement			
	Student Information Systems				0151	Services (FACES)	54	\$21.52	\$27.48
1514	Product Specialist	62	\$31.80	\$40.61		Title I Instructional Assistant-Dance			
	Student Information Systems				1212	Program	44	\$13.22	\$16.88
1448	Specialist	51	\$18.60	\$23.72		Title I Instructional Assistant-			
	Student Program/Placement				1213	Gardens	44	\$13.22	\$16.88
0280	Processor	52	\$19.52	\$24.92		Title I Instructional Assistant-			
4220	Student Success Advocate	49	\$16.88	\$21.52	1214	Instrumental Music Program	44	\$13.22	\$16.88
	Student Success Advocate-Indian					Title I Instructional Assistant-Piano			
4232	Education	49	\$16.88	\$21.52	1215	Accompanist Program	44	\$13.22	\$16.88
	Student Success Advocate					Title I Instructional Assistant-Literacy			
4229	(Bilingual)	49	\$16.88	\$21.52	1221	and Language Program	44	\$13.22	\$16.88
9040	Student Worker I	SW	\$8.25	\$8.25		Title I Instructional Assistant-Strings			
0101	Support Staff Assistant (Steps A-D)	40	\$10.87	\$13.88	1216	Program	44	\$13.22	\$16.88
9080	Support Staff Intern (Steps A-D)	44	\$13.22	\$16.88		Title I Instructional Assistant-Theater			
	Support Staff Trainer - Maintenance				1217	Performance Program	44	\$13.22	\$16.88
7336	Department	51	\$18.60	\$23.72		Title I Instructional Assistant-Theater			
	Support Staff Trainer - Operations				1218	Technical Program	44	\$13.22	\$16.88
8035	Department	51	\$18.60	\$23.72		Title I Instructional Assistant-Visual			
	Support Staff Training Supervisor -				1219	Arts Program	44	\$13.22	\$16.88
4253	Student Support Services	55	\$22.60	\$28.87		Title I Instructional Assistant-Vocal			
	Support Staff Training Supervisor -				1220	Music Program	44	\$13.22	\$16.88
6410	Transportation	55	\$22.60	\$28.87		Title I In-House Suspension Teacher			
	Support Staff Training Supervisor -				0168	Assistant III (S-W)	45	\$13.88	\$17.72
7335	Maintenance Department	55	\$22.60	\$28.87		Title I In-House Suspension Teacher			
	Support Staff Training Supervisor -				0169	Assistant IV (S-W)	47	\$15.30	\$19.52
8025	Operations Department	55	\$22.60	\$28.87		Title I Instructional Assistant III -			
1566	Systems Administration Manager	64	\$35.08	\$44.75	0201	Bilingual	44	\$13.22	\$16.88
7200	Systems Control Technician	55	\$22.60	\$28.87		Title I Instructional Assistant III			
1464	Systems Software Analyst	62	\$31.80	\$40.61	0186	(Least Restrictive Environment)	44	\$13.22	\$16.88
						Title I Instructional Assistant III			
					0180	(Physical Education)	44	\$13.22	\$16.88

Support Personnel Titles And Salary Pay Grades

Fiscal Year 2017-18

Code	Title	Grade	Min Hr	Max Hr	Code	Title	Grade	Min Hr	Max Hr
0198	Title I Instructional Assistant III (S-W)	44	\$13.22	\$16.88	4819	Vegas PBS - Assistant to the General Manager	51	\$18.60	\$23.72
0187	Title I Instructional Assistant IV (Least Restrictive Environment)	45	\$13.88	\$17.72	4822	Vegas PBS - Assistant Volunteer Specialist	48	\$16.07	\$20.51
0184	Title I Instructional Assistant IV (Physical Education)	45	\$13.88	\$17.72	4817	Vegas PBS - Communications Specialist	49	\$16.88	\$21.52
0199	Title I Instructional Assistant IV (S-W)	45	\$13.88	\$17.72	4836	Vegas PBS - Database Services Specialist	56	\$23.72	\$30.29
0202	Title I Instructional Assistant IV - Bilingual	45	\$13.88	\$17.72	4813	Vegas PBS - Development Department Assistant	48	\$16.07	\$20.51
0108	Title I Library Assistant III (S-W)	44	\$13.22	\$16.88	4812	Vegas PBS - Donor Relations Specialist	48	\$16.07	\$20.51
0109	Title I Library Assistant IV (S-W)	47	\$15.30	\$19.52	4835	Vegas PBS - Educational Media Services Office Specialist	45	\$13.88	\$17.72
1223	Title I Literacy and Language Intervention Specialist	45	\$13.88	\$17.72	4829	Vegas PBS - Executive Assistant/Recruitment/EEO/Diversity and Compliance Supervisor	57	\$24.92	\$31.80
0182	Title I Sign Language Aide III (S-W)	46	\$14.56	\$18.60	4828	Vegas PBS - Executive Secretary	54	\$21.52	\$27.48
0183	Title I Sign Language Aide IV (S-W)	48	\$16.07	\$20.51	4816	Vegas PBS - Fundraising/Event & Communication Assistant	51	\$18.60	\$23.72
0158	Title I Specialized Programs Teacher Assistant III (S-W)	45	\$13.88	\$17.72	3123	Vegas PBS - Graphic Artist	55	\$22.60	\$28.87
0159	Title I Specialized Programs Teacher Assistant IV (S-W)	47	\$15.30	\$19.52	4815	Vegas PBS - Media Relations Specialist	49	\$16.88	\$21.52
0203	Title I Teacher/Family Assistant III - Bilingual	46	\$14.56	\$18.60	3122	Vegas PBS - Media/Library Specialist	47	\$15.30	\$19.52
0188	Title I Teacher/Family Assistant III (S-W)	46	\$14.56	\$18.60	4821	Vegas PBS - Membership Specialist	45	\$13.88	\$17.72
0204	Title I Teacher/Family Assistant IV - Bilingual	48	\$16.07	\$20.51	4834	Vegas PBS - Office Supervisor-Content Department	51	\$18.60	\$23.72
0189	Title I Teacher/Family Assistant IV (S-W)	48	\$16.07	\$20.51	4814	Vegas PBS - Office Supervisor-Workforce Department	51	\$18.60	\$23.72
7181	Trades Dispatcher/Scheduler	50	\$17.72	\$22.60	4833	Vegas PBS - Programming and Traffic Assistant	48	\$16.07	\$20.51
0358	Transcriber/Recording Secretary	53	\$20.51	\$26.18	4824	Vegas PBS - Receptionist	45	\$13.88	\$17.72
0104	Transportation Aide-Special Education	43	\$12.60	\$16.07	4823	Vegas PBS - Sales Assistant	48	\$16.07	\$20.51
6132	Transportation Instructor	52	\$19.52	\$24.92	4820	Vegas PBS - Volunteer Specialist	50	\$17.72	\$22.60
6150	Transportation Investigator	52	\$19.52	\$24.92	4838	Vegas PBS - Workforce Learning Management System Content Specialist	52	\$19.52	\$24.92
6401	Transportation Operations Assistant	52	\$19.52	\$24.92	4832	Vegas PBS - Workforce Training & Economic Dev Receptionist/ Customer Service Support - Bilingual	45	\$13.88	\$17.72
6400	Transportation Operations Manager	58	\$26.18	\$33.39	4825	Vegas PBS - Workforce Training & Economic Development Assistant	48	\$16.07	\$20.51
6330	Transportation Operations Supervisor	57	\$24.92	\$31.80	4837	Vegas PBS - Workforce Web Designer/Programmer	55	\$22.60	\$28.87
6340	Transportation Routing & Scheduling Analyst	55	\$22.60	\$28.87	6030	Vehicle Body Repairer/Painter	53	\$20.51	\$26.18
6335	Transportation Routing & Scheduling Assistant	52	\$19.52	\$24.92	6070	Vehicle Garage Shift Supervisor	56	\$23.72	\$30.29
0350	Transportation Routing & Scheduling Clerk	46	\$14.56	\$18.60	6020	Vehicle Maintenance Technician	54	\$21.52	\$27.48
6350	Transportation Routing & Scheduling Supervisor	58	\$26.18	\$33.39	6060	Vehicle Maintenance Technician Assistant	49	\$16.88	\$21.52
3040	Truck Driver	49	\$16.88	\$21.52	6305	Vehicle Parts Expediter	44	\$13.22	\$16.88
4840	TV Assistant	49	\$16.88	\$21.52	6040	Vehicle Radiator Repair Technician	54	\$21.52	\$27.48
4810	TV Engineer II	55	\$22.60	\$28.87	6000	Vehicle Service Worker	47	\$15.30	\$19.52
4880	TV Member Services Manager	59	\$27.48	\$35.08	6010	Vehicle/Garage Attendant	41	\$11.42	\$14.56
4895	TV News and Production Manager	62	\$31.08	\$40.61	6300	Vehicle/Heavy Duty Equipment Parts Clerk	47	\$15.30	\$19.52
4870	TV Operations Manager	59	\$27.48	\$35.08	6325	Vehicle/Heavy Duty Equipment Parts Warehouse Supervisor	58	\$26.18	\$33.39
4800	TV Producer-Director I	54	\$21.52	\$27.48	0302	Visually Impaired Assistant I	45	\$13.88	\$17.72
4850	TV Producer-Director II	55	\$22.60	\$28.87	0304	Visually Impaired Assistant II	47	\$15.30	\$19.52
4765	Underwriting Representative	59	\$27.48	\$35.08	1546	Voice Communication Network Manager	64	\$35.08	\$44.75
1497	User Support Services Help Desk Supervisor	60	\$28.87	\$36.83	1547	Voice Communication Network Supervisor	61	\$30.29	\$38.66
1494	User Support Services Manager	64	\$35.08	\$44.75					
1491	User Support Systems Product Specialist	62	\$31.80	\$40.61					
7185	Utility Worker I	45	\$13.88	\$17.72					
7186	Utility Worker II	46	\$15.30	\$19.52					
4292	Utilization/Capacity Specialist	57	\$24.92	\$31.80					
4827	Vegas PBS - Administrative Office Assistant	48	\$16.07	\$20.51					
4818	Vegas PBS - Assistant Accountant	50	\$17.72	\$22.60					

Support Personnel Titles And Salary Pay Grades - Continued

Fiscal Year 2017-18

Code	Title	Grade	Min Hr	Max Hr
7193	Voice Communications Network Technician	56	\$23.72	\$30.29
5310	Warehouse/Distribution Supervisor	57	\$24.92	\$31.80
3000	Warehouser I	45	\$13.88	\$17.72
3010	Warehouser II	47	\$15.30	\$19.52
7703	Warranty Program Specialist	58	\$26.18	\$33.39
7704	Warranty Program Supervisor	60	\$28.87	\$36.83
8246	Water Manager	54	\$21.52	\$27.48
7230	Water Treatment Technician	54	\$21.52	\$27.48
7236	Water Treatment Technician-Entry Level	52	\$19.52	\$24.92
1543	Web Designer I	57	\$24.92	\$31.80
1536	Web Designer II	59	\$27.48	\$35.08
1537	Web Designer III	62	\$31.80	\$40.61
1535	Web Designer/Programmer	55	\$22.60	\$28.87
1544	Web Programmer I	57	\$24.92	\$31.80
1538	Web Programmer II	59	\$27.48	\$35.08
1539	Web Programmer III	62	\$31.80	\$40.61
7250	Welder	55	\$22.60	\$28.87
	Work Management Help Desk			
7184	Specialist	53	\$20.51	\$26.18
0290	Zoning Clerk	45	\$13.88	\$17.72

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 - 1.125% increase- Effective April 1, 2017

Grade	A1	B1	C1	D1	E1	F1	F2	G1 ¹	G2 ¹	H1 ²	H2 ²	I1 ³
40	\$10.87	\$11.42	\$11.98	\$12.60	\$13.22	\$13.88	\$14.23	\$14.56	\$14.94	\$15.30	\$15.68	\$16.07
41	11.42	11.98	12.60	13.22	13.88	14.56	14.94	15.30	15.68	16.07	16.47	16.88
42	11.98	12.60	13.22	13.88	14.56	15.30	15.68	16.07	16.47	16.88	17.28	17.72
43	12.60	13.22	13.88	14.56	15.30	16.07	16.47	16.88	17.28	17.72	18.16	18.60
44	13.22	13.88	14.56	15.30	16.07	16.88	17.28	17.72	18.16	18.60	19.07	19.52
45	13.88	14.56	15.30	16.07	16.88	17.72	18.16	18.60	19.07	19.52	20.00	20.51
46	14.56	15.30	16.07	16.88	17.72	18.60	19.07	19.52	20.00	20.51	21.01	21.52
47	15.30	16.07	16.88	17.72	18.60	19.52	20.00	20.51	21.01	21.52	22.06	22.60
48	16.07	16.88	17.72	18.60	19.52	20.51	21.01	21.52	22.06	22.60	23.17	23.72
49	16.88	17.72	18.60	19.52	20.51	21.52	22.06	22.60	23.17	23.72	24.33	24.92
50	17.72	18.60	19.52	20.51	21.52	22.60	23.17	23.72	24.33	24.92	25.54	26.18
51	18.60	19.52	20.51	21.52	22.60	23.72	24.33	24.92	25.54	26.18	26.83	27.48
52	19.52	20.51	21.52	22.60	23.72	24.92	25.54	26.18	26.83	27.48	28.16	28.87
53	20.51	21.52	22.60	23.72	24.92	26.18	26.83	27.48	28.16	28.87	29.57	30.29
54	21.52	22.60	23.72	24.92	26.18	27.48	28.16	28.87	29.57	30.29	31.06	31.80
55	22.60	23.72	24.92	26.18	27.48	28.87	29.57	30.29	31.06	31.80	32.61	33.39
56	23.72	24.92	26.18	27.48	28.87	30.29	31.06	31.80	32.61	33.39	34.24	35.08
57	24.92	26.18	27.48	28.87	30.29	31.80	32.61	33.39	34.24	35.08	35.95	36.83
58	26.18	27.48	28.87	30.29	31.80	33.39	34.24	35.08	35.95	36.83	37.75	38.66
59	27.48	28.87	30.29	31.80	33.39	35.08	35.95	36.83	37.75	38.66	39.63	40.61
60	28.87	30.29	31.80	33.39	35.08	36.83	37.75	38.66	39.63	40.61	41.60	42.62
61	30.29	31.80	33.39	35.08	36.83	38.66	39.63	40.61	41.60	42.62	43.70	44.75
62	31.80	33.39	35.08	36.83	38.66	40.61	41.60	42.62	43.70	44.75	45.88	46.99
63	33.39	35.08	36.86	38.66	40.61	42.62	43.70	44.75	45.88	46.99	48.17	49.34
64	35.08	36.83	38.66	40.61	42.62	44.75	45.88	46.99	48.17	49.34	50.59	51.81
65	36.83	38.66	40.61	42.62	44.75	46.99	48.17	49.34	50.59	51.81	53.11	54.40

(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 2017-18

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 2017-18

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

Position	Code	Pay	Months	Number Of Employees Based On Other Contingencies
		Grade	Per Year	
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 2017-18

C. Elementary Schools¹

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

D. Elementary Year-Round Schools¹

1. Clerical Entitlement ²				Number of Hours Per Day by School Enrollment				
Position	Code	Pay Grade	Months Per Year	0	900	1,000	1,100	1,200
				to 899	to 999	to 1,099	to 1,199	to 2,499
School Office Manager	0310	50	12	8	8	8	8	8
Elementary Sch. Clerk	0143	46	12	8	8	8	8	8
Off. Spec. II	0123	45	12	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 Grade	Months Per Year	400 ³	600	800	1,000	
				to 599	to 799	to 999	to 2,499	
School Aide ⁴ (Office, Playground, Media)	0100	40	11	6.5	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 Grade	Months Per Year	0	400	1,000	1,400
				To 399	To 999	To 1,399	To 2,499
School Office Manager	0310	50	11	8	8	8	8
Elementary School Clerk	0143	46	11	8	8	8	8
Office Specialist II	0123	45	10	0	0	8	8
First Aid Safety Assistant	0090	43	9	7	7	7	7
School Community Facilitator (Clerk I)	0144	40	9	7	7	7	7
2. Additional Support Staff				Number Of Hours Per Day By School Enrollment			
Position	Code	Pay Grade	Months Per Year	400 ³	600	800	1,000
				To 599	To 799	To 999	To 2,499
School Aide ⁴ (Office, Playground, Media)	0100	40	10	7 ⁴	7 ⁴	7 ⁴	7 ⁴
Library Aide ⁵	0105	40	9	4	5	6	7
Head Custodian I	8110	47	12	8	8	8	8
Food Service Manager I ⁶	5110	50	9	8	8	8	8
Campus Security Monitor	4170	44	9	15	15	15	15

Budget Formulas For Allocating Support Staff Personnel - Continued

Fiscal Year 2017-18

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 2017-18

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 2017-18

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

Fringe Benefit	Rate
Public Employees' Retirement System (PERS)	28.00%
Police Officers who participate in the PERS— Police/Fire Retirement System	40.50%
Occupational Injury Management (OIM) (Previously SIIS)	0.85%
Old Age, Survivors, and Disability portion of Federal Insurance Compensation Act (FICA)	7.65% ¹
State Unemployment Insurance (SUI)	0.05%
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	\$6,466.44
Police	6,595.80
Support	6,919.80
Police Adm	8,323.44
Unified	8,803.44

¹ Computed on first \$127,200 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%
2016-17	91.0%

¹Pre-K - Second grade

²Elementary



Budget Formulas Allocating School Supplies And Equipment

Fiscal Year 2017-18

An initial allocation of approximately 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, 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 8, 2017, 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 8, 2017	\$ 41.41	\$ 74.57
	December 18, 2016	33.16	
Middle	September 8, 2017	44.10	89.28
	December 18, 2016	45.19	
Senior High	September 8, 2017	46.31	106.94
	December 18, 2016	60.63	

Instructional Supplies

Allocations for instructional supplies are made on two dates a fiscal year. For students enrolled as of September 8, 2017, 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, 2016. 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 8, 2017	\$ 13.88	\$ 22.79
	December 18, 2016	8.91	
Middle	September 8, 2017	15.53	28.70
	December 18, 2016	13.17	
Senior High	September 8, 2017	17.27	36.99
	December 18, 2016	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 8, 2017.

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 8, 2017, and December 31, 2017, 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. When combining State aid, LSST, and one-third of the property tax collections, 79.0% of the District's General Operating Resources is accounted for. Since this is an enrollment-driven funding formula, it has the effect of cushioning the District somewhat from economic fluctuations. The computation shown below illustrates that, regardless of how much sales tax or public school operating property tax collections are received, the District should anticipate over \$1.9 billion, or 80.0% of the operations resources, to be provided through the Nevada Plan.

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 2003-2018

School Year	Elementary	Middle Schools	High Schools	Remodeled Schools	Special Schools	Total New Schools
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	-	-	-	-	-	-
2017-18	7	-	-	2	-	9
Total	57	15	14	14	2	102

Source: Facilities and Bond Financial Management