

CERTIFIED SALARY BANDS

BAND - 25	B30	B35	B40	B42	B45
ART MID/SEN	ART ELEMENTARY	ACE	AGRICULTURE	CENTER-BASED (SEVERE NEEDS)	AUDIOLOGIST
FIFTH GRADE	BUSINESS	ADMIN INTERN	AMERICAN SIGN LANGUAGE	CENTER-BASED (SED/AUTISM)	AUTISM SPECIALIST
FOURTH GRADE	CONSUMER FAMILY STUDIES	ALTERNATIVE ED	CHINESE	ENGINEERING	BEHAVIOR SPECIALIST
FRESHMAN TRANSITION	DRAMA MID/SEN	BRT	CRIMINAL JUSTICE	LITERACY SPECIALIST	DHH
HEALTH E/M/S	HOMEBOUND	COUNSELOR – MID/SEN *	EARLY CHILDHOOD ED	NURSE HEALTH SERVICES	OCCUPATIONAL THERAPIST.
LIBRARIAN	HOME SCHOOL SUPPORT	ENGLISH MID/SEN	ESL/ELL	STUDENT SUPPORT	PSYCHOLOGIST
PHYS ED E/M/S	MATH ELEM	FIRST GRADE	FIRE SCIENCE	TECHNOLOGY	SPEECH LANG PATHOL
SECOND GRADE	MUSIC ELEM	FRENCH	GERMAN		SWAAC SPECIALIST
SOCIAL STUDIES E/M	MUSIC INSTRUMENTAL EL ED	GRADE K	INDUSTRIAL ARTS		VISUALLY IMPAIRED
SPEECH MIDDLE	MUSIC INSTRUMENTAL MID	INTERVENTION SPEC. (GT, RTI, LIT)	JAPANESE		
THIRD GRADE	MUSIC MID/SR (CHORAL)	LIBRARY MEDIA SPECIALIST	MATH MID/SEN		
	MUSIC ORCHESTRA MID/SR	MUSIC INSTRUMENTAL SEN	MODERATE NEEDS		
	SCIENCE ELEM	READING RECOVERY	SCIENCE MID/SEN		
	SOCIAL STUDIES (SEN)	SIXTH GRADE ELEM	SOCIAL WORKER		
	SPEECH SENIOR	SPANISH			
		STAR/CCP LAB			
		SWAP LEAD			
(34(37-50)64)	(36(38-54)66)	(38(41-62)75)	(40(43-72)85)	(42(46-75)88)	(45(50-80)94)

Effective 1 July 2014

*Subject to change at anytime.

Mid 44 - 54 46 - 56 50 - 63 55 - 70 57 - 73 62 - 77

RANGE DAYS

* COUNSELORS	Band 35	190
PLS	46,000 - 75,000	200
ADMIN DEAN EL ED	48,000 - 72,000	205
ADMIN DEAN MS	56,000 - 80,000	205
ADMIN DEAN HS	63,000 - 87,000	205

Douglas County Salary information (from a phone call with Brian Cesare, Chief Human Resources Officer; September 1, 2015)

- Raises are only based on performance
- Each year, the district creates a 12 block salary increase schedule that determines the raises teachers will receive the following year (see examples below). They use the amount of money they have to distribute for salaries and the number of teachers in each category to determine the raises. Highly effective teachers receive the largest increases, followed by effective teachers and partially effective teachers (ineffective teachers get no increases). Within each rating category, teachers receive different increases based on where their current pay is. Teachers who are making below the “market” rate (1st third) receive the highest increases and teachers making above the “market” rate (3rd third) receive the smallest increases. The current “market” rate is denoted on the salary bands document as “mid” in small text below the salary bands.
- Currently, they do not have a salary cap and have some teachers approaching six figures; eventually they will have to set one, but for now teachers can continue getting increases even when they are above the maximum salary in their band on the salary bands document.
- Additionally, highly effective teachers can apply for bonuses for reaching World Class Targets, which can add up to \$6,000 more to their salaries.

12 block salary increase schedule, 2015-2016

Certified

RANGE POSITION

1ST THIRD

MIDDLE 3RD

3RD THIRD

HE	E	PE	I
5.0%	3.5%	1.5%	0.0%
4.5%	3.0%	1.25%	0.0%
4.0%	2.5%	1.0%	0.0%

Classified A/P/T

HE	E	PE	I
TBD	TBD	TBD	0.0%

TBD - Average of 3.2% excluding PERA increase

* Note - no increases to medical for 15/16 SY

12 block salary increase schedule, 2014-2015

RANGE
POSITION
1ST THIRD
MIDDLE 3RD
3RD THIRD

	Highly Effective	Effective	Partially Effective	Ineffective
1ST THIRD	9.5%	6.0%	3.5%	0.0%
MIDDLE 3RD	8.0%	5.0%	2.5%	0.0%
3RD THIRD	7.0%	4.5%	2.5%	0.0%