

APPENDIX 1A – Certified Salary Bands

CERTIFIED SALARY BANDS					
BAND 25	B30	B35	B40	B42	B45
ART MID/SEN FIFTH GRADE FOURTH GRADE FRESHMAN TRANSITION HEALTH E/M/S LEADERSHIP SPEC EL ED LIBRARIAN PHYS ED E/M/S SECOND GRADE SOCIAL STUDIES E/M/S SPEECH MIDDLE THIRD GRADE	ART ELEMENTARY BUSINESS CONSUMER FAMILY STUDIES DRAMA MID/SEN HOMEBOUND HOME SCHOOL SUPPORT MATH ELEM MUSIC ELEM MUSIC INSTRUMENTAL EL ED MUSIC INSTRUMENTAL MID MUSIC MID/SR (CHORAL) MUSIC ORCHESTRA MID/SR SCIENCE ELEM SPEECH SENIOR	ACE ADMIN INTERN COUNSELOR – MID/SEN ENGLISH MID/SEN FIRST GRADE FRENCH GRADE K INTERVENTION SPEC. (GT, RTI, LIT) LIBRARY MEDIA SPECIALIST MUSIC INSTRUMENTAL SEN READING RECOVERY SIXTH GRADE ELEM SPANISH STAR/CCP LAB STEM MID SWAP LEAD	AGRICULTURE AMERICAN SIGN LANGUAGE CHINESE CRIMINAL JUSTICE EARLY CHILDHOOD SPED ENGINEERING ESL/ELL FIRE SCIENCE GERMAN JAPANESE MATH MID/SEN MODERATE NEEDS SCIENCE MID/SEN	CENTER-BASED (SEVERE NEEDS) CENTER-BASED (SED/AUTISM) DHH INDUSTRIAL ARTS NURSE HEALTH SERVICES SOCIAL WORKER STUDENT SUPPORT TECHNOLOGY	AUDIOLOGIST AUTISM SPECIALIST BEHAVIOR SPECIALIST OCCUPATIONAL THERAPIST. PSYCHOLOGIST SPEECH LANG PATHOL SWAAC SPECIALIST VISUALLY IMPAIRED
(35(38-54)66)	(37(40-55)67)	(39(42-64)76)	(42(45-73)85)	(43(46-76)88)	(47(50-80)94)

Effective 1 July 2015

*Subject to change at anytime.

	45-55	47-57	51-64	56-71	58-73	62-79
	50.5	52	57.5	63.5	65.5	70.5
		RANGE	DAYS			
COUNSELORS		Band 35	190			
PLS		48,000 - 76,000	200			
ADMIN DEAN EL ED		49,000 - 76000	205			
ADMIN DEAN MS		56,000 - 80,000	205			
ADMIN DEAN HS		63,000 - 87,000	205			

APPENDIX 1 - 12 Block Compensation Increase Plan

Licensed Staff 14/15 Evaluation Increases (for 15/16 school year)				
<u>RANGE POSITION</u>	Highly Effective	Effective	Partially Effective	Ineffective
1ST THIRD	5.0%	3.5%	1.5%	0.0%
MIDDLE 3RD	4.5%	3.0%	1.25%	0.0%
3RD THIRD	4.0%	2.5%*	1.%*	0.0%
<div style="border: 1px solid black; display: inline-block; padding: 5px 20px;">On-going increase to base pay percent</div>				
* increases above band caps will be paid as a lump sum payment in September				

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%