

Per the 2012-2013 Compensation & Benefits Program (http://nctq.org/docs/Douglas_Co_Pay_and_Benefits_12-13.pdf), returning teachers hired prior to 5/1/12 will receive a 1% salary increase. In addition, teachers hired prior to 1/1/12 and who signed contracts prior to 6/15/12 will receive a 1% retention bonus. Thus, dependent on hire date, returning teachers will see a 1 or 2% increase to their 2011-2012 base salary in the 2012-2013 school year. New teacher hires will be placed on the district's new Market-Based Pay plan. Starting with the 2013-2014 year, all teachers - including returning teachers - will be paid on the Market-Based Pay Plan.

Douglas County School District
~~2010-2011~~ **2011-2012 Teacher Salary Schedule**
 Without Longevity

LEVEL	BA 00 P	BA 00 R	BA 14 P	BA 14 R	BA 28 P	BA 28 R	MA 00 P	MA 00 R	MA 16 P	MA 16 R	MA 32 P	MA 32 R	MA 48 P	MA 48 R	PHD P	PHD R
1	33587	34134	34595	35158	35633	36212	37419	38418	38541	39570	39698	40757	40889	41980	42115	43239
2	34941	35510	36052	36639	37186	37790	39201	40248	40394	41472	41620	42731	42881	44026	44181	45360
3	36295	36886	37510	38120	38738	39368	40984	42078	42246	43374	43543	44705	44874	46072	46247	47481
4	37649	38262	38967	39601	40291	40946	42766	43908	44099	45276	45466	46679	46867	48118	48313	49602
5	39003	39638	40424	41082	41844	42524	44548	45738	45952	47178	47388	48653	48860	50164	50379	51723
6	40357	41014	41882	42563	43397	44102	46331	47568	47804	49080	49311	50627	50853	52210	52444	53844
7	41711	42390	43339	44044	44949	45680	48113	49398	49657	50982	51234	52601	52845	54256	54510	55965
8	43065	43766	44796	45525	46502	47258	49896	51228	51509	52884	53156	54575	54838	56302	56576	58086
9	44419	45142	46253	47006	48055	48836	51678	53058	53362	54786	55079	56549	56831	58348	58642	60207
10	45773	46518	47711	48487	49608	50414	53461	54888	55214	56688	57002	58523	58824	60394	60708	62328
11	47127	47894	49168	49968	51160	51992	55243	56718	57067	58590	58924	60497	60817	62440	62774	64449
12			50625	51449	52713	53570	57025	58548	58919	60492	60847	62471	62809	64486	64840	66570
13					54266	55148	58808	60378	60772	62394	62770	64445	64802	66532	66905	68691
14							60590	62208	62624	64296	64692	66419	66795	68578	68971	70812
15							62373	64038	64477	66198	66615	68393	68788	70624	71037	72933
16											68538	70367	70781	72670	73103	75054
17													72773	74716	75169	77175
18															77235	79296
19																
20																

The Douglas County School District Human Resources Department determines salary placement. Up to six years of service credit for contract teaching or work deemed comparable by the District will be recognized so long as it has been earned within the last eight years. For positions designated as hard to fill, service credit up to eight years will be recognized so long as it has occurred within the last ten years. The School District will recognize approved in-service programs toward knowledge advancement up to half (1/2) the number of hours required to attain the next level. This matrix should be utilized as a guide. Exact placement will be made in accordance with the procedures developed for initial salary placement.

Longevity: All teachers receive an additional stipend of \$750 upon the successful completion of their 14th, 19th, 24th and 29th years. Those teachers with a Masters Degree and above will receive an additional \$750 after their 14th year.

~~2010-2011~~ **2011-2012 Salary Schedule Frozen**
 Based on 2008 - 2009 Formula