

# LICENSED SALARY BANDS

BAND - 25	B30	B35	B40	B42	B45
FIFTH GRADE	ART ELEM/MID/SEN	ACE	AGRICULTURE	CENTER-BASED (SEVERE NEEDS)	AUDIOLOGIST
FOURTH GRADE	BUSINESS	ADMIN INTERN	AMERICAN SIGN LANGUAGE	CENTER-BASED (SED/AUTISM)	AUTISM SPECIALIST
FRESHMAN TRANSITION	CONSUMER FAMILY STUDIES	COUNSELOR – MID/SEN *	CRIMINAL JUSTICE	NURSE HEALTH SERVICES	BEHAVIOR SPECIALIST
HEALTH E/M/S	COUNSELOR EL ED	ENGLISH MID/SEN	EARLY CHILDHOOD ED	STUDENT SUPPORT	DHH
LIBRARIAN	DRAMA MID/SEN	INTERVENTION SPEC. (GT, RTI, LIT)	ENGINEERING	TECHNOLOGY	OCCUPATIONAL THERAPIST.
PHYS ED E/M/S	FIRST GRADE	LIBRARY MEDIA SPECIALIST	ESL/ELL		PSYCHOLOGIST
SECOND GRADE	GRADE K	MUSIC INSTRUMENTAL SEN	FIRE SCIENCE		SPEECH LANG PATHOL
SOCIAL STUDIES E/M/S	HOMEBOUND	READING RECOVERY	FOREIGN LANGUAGES		SWAAAC SPECIALIST
SPEECH MIDDLE	HOME SCHOOL SUPPORT	SIXTH GRADE ELEM	INDUSTRIAL ARTS		VISUALLY IMPAIRED
THIRD GRADE	MATH ELEM	STAR/CCP LAB	MATH MID/SEN		
	MUSIC ELEM	STEM MID	MODERATE NEEDS		
	MUSIC INSTRUMENTAL EL ED	SWAP LEAD	SCIENCE MID/SEN		
	MUSIC INSTRUMENTAL MID		SOCIAL WORKER		
	MUSIC MID/SR (CHORAL)				
	MUSIC ORCHESTRA MID/SR				
	SCIENCE ELEM				
	SPEECH SENIOR				
(36(39-55)67)	(38(41-56)69)	(40(43-64)76)	(43(46-74)86)	(44(47-76)88)	(48(51-80)94)

Effective 1 July 2016  
Subject to change at anytime.

Mid	<b>46-56</b>	<b>48-58</b>	<b>52-64</b>	<b>57-71</b>	<b>59-74</b>	<b>63-78</b>
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**\* COUNSELORS**

PLS	RANGE	DAYS
	Band 35	190
ADMIN DEAN EL ED	48,000 - 76,000	200
ADMIN DEAN MS	49,000 - 76,000	205
ADMIN DEAN HS	56,000 - 80,000	205
	63,000 - 87,000	205

2015-2016 Merit Increases

Licensed

<u>RANGE POSITION</u>	Highly Effective	Effective	Partially Effective	Ineffective
1ST THIRD	4.5%	3.3%	1.4%	0.0%
MIDDLE 3RD	4.0%	2.8%	1.2%	0.0%
3RD THIRD	3.5%	2.3%	1.0%	0.0%

Admin/Pro/Tech/Classified

Highly Effective	Effective	Partially Effective	Ineffective
3.65%	2.75%	1.20%	0.00%

\*Effective July1, 2016

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 (1<sup>st</sup> third) receive the highest increases and teachers making above the “market” rate (3<sup>rd</sup> 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