DOUGLAS COUNTY
SCHOOL DISTRICT

CERTIFIED EMPLOYEES -

CERTIFIED
PROFESSIONAL NEGOTIATIONS AGREEMENT

2025-2027

RATIFIED: June 18, 2026

The Douglas County Board of School Trustees and the Douglas County Professional Education Association do hereby agree that the welfare of the children of Douglas County is of paramount importance to the operation of its schools and that both parties will diligently promote that welfare. To further this objective, the parties do hereby agree as follows:

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ARTICLE I: Definitions

1-1 The term "Negotiations Law," as used in this Agreement shall refer to Chapter 288 of NRS and subsequent revisions, also known as the Local Government Employee-Management Relations Act.

1-2 The term "Teacher," as used in this Agreement, shall refer to all contractual, non-administrative, licensed personnel eligible for membership in the Douglas County Professional Education Association.

1-3 The term "Association," as used in this Agreement, shall mean the Douglas County Professional Education Association and is the entity known as the Employee Organization in Chapter 288 of NRS.

1-4 The term "School Trustees," as used in this Agreement, shall mean the Board of Trustees of the Douglas County School District and is the entity known as the Local Government Employer in Chapter 288 of NRS.

1-5 The term "School Trustee" and "Association" shall include authorized officers, representatives, and agent. Despite references herein to "School Trustee" and "Association" as such, each reserves the right to act hereby through committees or designated representatives.

1-6 The term "School District," used in this Agreement, shall mean the Douglas County School District.

1-7 The term "Superintendent," as used in this Agreement, shall mean the Superintendent of Schools of the Douglas County School District or his/her designated representative.

1-8 The term "Contracted School Year," as used in this Agreement, shall refer to the period of time between July 1st and June 30th.

1-9 The term "Immediate Family," as used in this Agreement, shall mean the employee's spouse, parent, sibling, child, grandchild, and grandparent, and persons similarly related by marriage or any other person living in the immediate household of the employee. At the discretion of the Superintendent, exceptions to defining individuals as "immediate family" may be considered in unique circumstances involving those who may have served as surrogate parents.

1-10 The term "Board," as used in this Agreement, shall mean the Local Government Employee-Management Relations Board, as provided in NRS 288.030.

1-11 The term "Agreement," as used in this Agreement, shall refer to the name of this document, being the "Professional Negotiation Agreement between the Douglas County School District and the Douglas County Professional Education Association."

1-12 The term "Days," as used in this Agreement, shall mean teacher employment days.

1-13 The term "Consultant," as used in this Agreement, shall mean any person requested by either the Association or the School Trustees to provide assistance in the negotiations process.

1-14 The term "Grievance," as used in this Agreement, shall mean a claim by a grievant that a dispute or disagreement of any kind exists involving interpretation or application of this Agreement. Teachers and/or the Association having disputes or disagreements and/or the Association having disputes or disagreements not involving the interpretation or application of this Agreement can seek resolution through the principal, superintendent, and Board of Trustee levels as prescribed in Article II of this Agreement.

1-15 The term "Grievant," as used in this Agreement, shall mean the person or persons making the claim.

1-16 The term "Party in Interest," as used in this Agreement, shall refer to the person or persons making the claim and any person or persons who might be required to take action or against whom action might be taken in order to define the problem, as defined in 1-14.

1-17 The term "Supervisor," as used in this agreement, shall refer to the principal and vice-principals of each school in the District.

1-18 The term "Community or Civic Activities," as used in this Agreement, shall mean those activities of a nature generally of benefit to, and limited to, Douglas County.

1-19 A District-wide employee is any employee who is not assigned to a specific site(s).

1-20 The term "unassigned time," as used in this agreement, shall refer to the time before and after the instructional student contact day.

1-21 The term "assigned time", as used in this agreement, shall refer to the time during the instructional student contact day.

1-22 The term "non-disciplinary", as used in this agreement, shall mean that an informal notice of concern cannot be used in action against an employee except to show notice was provided.

1-23 The term "preparation time", as used in this agreement, shall mean that time herein and assured in Article 10-4 that a teacher shall use for preparing lesson plans or materials, correcting papers, conferring with students, parent, or colleagues, or performing any other professional responsibility. The Board and the Association understand that the list set forth herein is not exhaustive.

1-24 The term "specialist", as used in this agreement, shall refer to all certified non-classroom educators eligible for membership in the Douglas County Professional Education Association.

ARTICLE II: Grievance Procedure

2-A RIGHT TO REPRESENTATION

2-A-1 The School Trustees shall recognize a Professional Rights and Responsibilities Committee upon its selection by the Association.

2-A-2 The parties in interest acknowledge that it is most desirable for the employee(s) and/or representative(s) and the immediately involved supervisor to meet in an attempt to resolve a possible grievance through free and informal communications. If an informal meeting is held, the immediately involved supervisor shall provide a written response to the problem within five (5) working days of the informal meeting.

2-A-3 If the group of teachers and/or the Association is not satisfied with the disposition of its grievance as stated in 2-A-2, beginning within five (5) school days after receiving the answer in writing from the principal or supervisor, the group of teachers and/or the Association may process such grievance through all proper levels of the grievance procedure.

2-A-4 Class grievance involving more than one supervisor and grievances involving administrators above the building level, but not including the Superintendent, shall be resolved as stated in 2-A-2. If the aggrieved parties are not satisfied with the disposition of the grievance as stated in 2-A-2, then the Association may file a written class grievance with the Superintendent, and if need be, process such grievance through all proper levels of the grievance procedure.

2-A-5 In matters dealing with alleged violations of Association rights by the Superintendent, the grievance shall be initiated at Level 2.

2-B INDIVIDUAL RIGHTS

2-B-1 Nothing contained herein shall be construed as limiting the right of any teacher having a complaint to discuss the matter via administrative channels and to have the problem adjusted without the intervention of the Association.

2-B-2 A grievant may be represented at these meetings by himself/herself, or, at his/her option, an Association representative selected by the Association may be present with the aggrieved party. The Association may be present upon permission of the grievant to state its views at all stages of the grievance procedure.

2-C STEPS

2-C-1 INFORMAL DISCUSSION.

2-C-1-A The parties acknowledge that it is usually most desirable for a teacher and immediate supervisor to resolve problems through informal communications. Accordingly, an aggrieved person must request and discuss the matter informally with his/her or his/her immediate supervisor or with the administrator who is responsible for the alleged violation within ten (10) days of when the aggrieved person became aware of or should have known of the alleged violation, with the objective of resolving the matter informally. When requesting the meeting, the aggrieved person shall provide the name of the Article and exact provision of the contract allegedly violated to the best of his/her or his/her knowledge. A timely and proper request for an informal discussion cannot be denied.

2-C-1-B If the matter is not resolved at the informal discussion level, and the grievant wishes to file a grievance, it must be done no later than ten (10) days after the informal meeting with the supervisor. The grievance would then move to Step One.

2-C-2 STEP-1: SCHOOL PRINCIPAL. Upon receiving a grievance, the supervisor will arrange for a meeting to take place within five (5) days after receipt of the grievance. The written grievance provided for herein shall give a clear and concise statement of the alleged grievance including the fact upon which the grievance is based, the issues involved, the provision involved, and the relief being sought. Besides the grievant and the supervisor, either may request to have a representative also present for the meeting. The supervisor shall provide the aggrieved party and the Association with a written answer to the grievance within five (5) days after the meeting. Such an answer shall include the reasons upon which the decision was based.

2-C-3 STEP-2:-SUPERINTENDENT OF SCHOOLS.

a) If the grievant is not satisfied with the disposition of his/her grievance at Step-1, or if no decision has been rendered within five (5) school days after the meeting on the grievance, then the grievance may be referred to the Superintendent or his/her official designee.

b) The grievant and the Association must, within (5) days of receiving a reply from the principal, submit the grievance in writing to the Superintendent. If the grievance is not filed within the time limit (five days), the grievance is withdrawn.

c) The Superintendent shall arrange for a hearing with the grievant and the Association representative to take place within five (5) days of his/her receipt of the grievance. The parties in interest shall have the right to include in the representation such witnesses and counselors as they deem necessary to develop facts pertinent to the grievance. Upon conclusion of the hearings, the Superintendent will have five (5) days to

provide his/her written decision, together with the reasons for the decision, to the grievant and the Association.

2-C-4 STEP-3: MEDIATION

If the grievance is not settled at Step-2, the grievant, not later than five (5) days after receipt of the Superintendent's answer at Step-2, may file a written appeal to the Superintendent requesting mediation.

Procedures for Grievance Mediation:

1. Within five (5) days, the Superintendent or his/her designee, will acknowledge the receipt of the request of mediation and contact the Federal Mediation and Conciliation Service (FMCS) to obtain a mediator.
2. The mediator shall confer with the Superintendent, or his/her designee, and the Association, and hold a hearing promptly. Nothing said or done by the parties during the mediation hearing can be used against them during the Arbitration proceedings.
3. If no solution is reached to the satisfaction of both parties, the grievance and all information in Step-1 and Step-2 may be submitted to Step-4 by the aggrieved.

2-C-5 STEP-4: SCHOOL TRUSTEES. If the aggrieved party is not satisfied with disposition of the grievance at Step-3, and if the Association agrees that the grievance has not been satisfactorily settled, then the grievant and the Association may request a hearing of the grievance by the School Trustees within five (5) days after the conclusion of mediation, and the School Trustees, who shall hear the grievance no later than its next regular meeting, will have five (5) days following the meeting to answer the grievance.

2-C-6 STEP-5-BINDING ARBITRATION

a) If the grievant and the Association are not satisfied with the disposition of the grievance at Step 4, or if no decision has been rendered within five (5) days after they have first met with the School Trustees, they may, within five (5) days after a decision by the School Trustees or ten (10) school days after they have first met with the School Trustees, whichever is sooner, request in writing that the Association submit the grievance to arbitration. If the Association determines that the grievance involves the interpretation, meaning, or application of any of the provisions of this agreement, it may, by written notice to the Superintendent and the School Trustees within ten (10) school days after receipt of the request from the aggrieved person, submit the grievance to binding arbitration. If any question arises as to arbitrability, such question will first be ruled upon by the arbitrator selected to hear the dispute.

b) Within ten (10) days after such written notice of submission to arbitration, the Superintendent and the Association will attempt to agree upon an arbitrator and to obtain a commitment from such arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such commitment within the 10-day period, a request for a list of arbitrators may be made to the American Arbitration Association by either party. The parties will be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator.

c) Neither party shall be permitted to assert in the arbitration proceedings any evidence which was not submitted to the other party before the completion of Step-4 meetings.

The arbitrator selected will confer with the representatives of the Superintendent and the Association and hold hearings promptly and will issue his/her decision not later than twenty (20) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statements and proofs are submitted to him/her. The arbitrator's decision will be in writing and will set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law or which is a violation of the terms of

this Agreement. The decision of the arbitrator will be submitted to the School Trustees and the Association and will be final and binding upon the parties.

d) The arbitrator shall not have the authority to modify, amend, alter, add to, or subtract from any provision of this Agreement.

e) The costs of the services of the arbitrator, including per diem expenses, if any, and his/her travel and subsistence expenses and the cost of any hearing room will be borne equally by the School Trustees and the Association. All other costs will be borne by the party incurring them.

f) Time is of the essence in the discharge of grievances and all parties hereto shall comply strictly within the time limitations set forth above. If the grieving party fails to exhaust the grievance under the grievance procedure within the time limits set or fails to abide by such procedure within the time limits set or fails to abide by such procedure, the grievance shall be considered abandoned. If either party fails to meet the time limits set throughout this Article including the request for arbitration, the opposing party shall have the right to unilaterally initiate the next grievance step as provided herein. All time limits set forth above shall be exclusive of Saturdays, Sundays, and holidays.

2-D EXCEPTIONS TO TIME LIMITS

2-D-1 When a grievance is submitted on or after June 1, time limits shall consist of all week days, except holidays, so that the matter may be resolved as soon as possible.

2-E NO REPRISALS

2-E-1 No reprisals of any kind will be taken by the School Trustees or the school administration against any teacher because of his/her participation in this grievance procedure.

2-E-2 The filing of a grievance shall in no way interfere with the right of the School Trustees to proceed in carrying out its management responsibilities, subject to the final decision on the grievance.

2-F COOPERATION OF SCHOOL TRUSTEES AND ADMINISTRATION

2-F-1 The School Trustees and the administration will cooperate with the Association in its investigation of any grievance, and further will furnish the Association such information as is requested and may be legally furnished by the School Trustees for the processing of any grievance.

2-G RELEASE TIME

2-G-1 It is understood that the investigation and processing of grievances shall not interfere with normal school operations nor involve members of the teaching staff during the time of normal teaching assignments. If, however, the investigation or processing of any grievance requires that a teacher or an Association representative be released from his/her regular assignment, he shall be released with substitute's pay deducted and with substitute's pay reimbursed by the Association.

2-H PERSONNEL FILES

2-H-1 All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

2-I GRIEVANCE FORMS

2-I-1 Forms for filing grievances, serving notices, taking appeals, reports, and recommendations, and other necessary documents will be prepared jointly by the Superintendent and the Association so as to facilitate operation of the grievance procedure. The costs of preparing such forms shall be borne equally by the School Trustees and the Association.

2-I-2 Statement of Objection. Level One grievances and any appeal beyond Level I must categorically state the grievant's specific objection to the answer received at the level from which the grievant is appealing, the specific issues still being grieved, the specific remedies still being sought, and be signed by the grievant.

ARTICLE III: Association Activities

3-1 The School Trustees and the Association hereby agree that every teacher of the School District shall have the right to freely join or refrain from joining the Association.

3-2 The School Trustees will not discharge, dismiss, or discriminate against any teacher by reason of his/her membership in the Association, his/her participation in activities of the Association, or his/her participation in any grievance.

3-3 The Association shall be allowed at least thirty minutes during the first general session of all teachers at the beginning of each school year for presentation of the local Association and its officers, and/or representatives from N.E.A., N.S.E.A., and/or U.C.N. The Association will notify the Superintendent one week before this meeting of its wish to be placed on the agenda. In the event that a general session is not held prior to the first teaching day, an Association representative from each school shall be granted at least thirty (30) minutes during one (1) of the three (3) teacher work days preceding the academic year for the purpose of presenting information about the Association.

3-4 The Association agrees that all of its activities will be conducted so as not to interfere with teachers' regular duties and obligations. This will not be construed so as to prevent Association negotiations team members from participating in the fact-finding sessions of the Local Government Employee-Management Relations Act. The Association agrees to pay the cost of the substitute's pay of the Association negotiation team members attending fact-finding.

3-5 The Association shall have the right to place, in a reasonable manner, appropriately identified notices, circulars, and other materials on school faculty bulletin boards not to exceed four (4) feet by eight (8) feet in area and in the teacher's mail boxes. The contents of any Association notices, circulars, and other materials to be posted on School property or to be distributed via school mail, including e-mail, shall be made available to the site supervisor prior to posting or distribution. Prior notice will consist of the association representative providing a signed, dated copy indicating the time the notice was made available to the site administrator. A signed hard copy of any email would automatically contain the necessary information. For district- wide information, the above will be provided to the Superintendent prior to posting or distribution.

3-6 The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings, scheduling such use with the principal of the school, provided that this shall not interfere with or interrupt normal school operations.

3-7 The Association will not send notices home with students and will not discuss Association business with students.

3-8 The Association shall have the privilege of using school facilities and equipment, including typewriters, mimeographing machines and other duplication equipment, calculating machines, and audio-visual equipment at reasonable times, providing such use shall not interfere with normal school requirements and providing the

Association has the permission of the principal of the site involved. The Association shall reimburse the District for any costs the District incurs as a result of permitting this use privilege. Reimbursement shall be paid on a quarterly basis.

3-9 Upon receipt of a properly completed NSEA membership enrollment form, the School District shall deduct from the salary of any teacher and make appropriate remittance for D.C.P.E.A., N.S.E.A., and N.E.A. dues. Deductions will be made in 12 equal monthly installments during the individual's contracted pay periods. Not later than the first of each month, the Association will provide the School District with any new properly completed NSEA membership enrollment forms. The Association will notify the School District monthly of any changes in dues deductions. Members who wish to withdraw their membership for the following contract year must notify the DCPEA president or secretary in writing between July 1st to 15th. The Association and its members shall hold the District harmless against any and all claims, demands, grievances, or other liability that arise out of or by reasons of actions taken by the Association concerning dues deductions.

3-10 With prior approval of the school principal, the duly authorized representatives of the Association and the organizations with which the Association is affiliated not employed by the Douglas County School District shall be permitted to discuss matters pertaining to Association business only before the arrival or after the dismissal of the students or during the teacher's scheduled lunch period.

3-11 The Board of Trustees recognizes the Douglas County Professional Education Association as the exclusive bargaining representative of the contracted teachers of the Douglas County School District (as defined in Section 1-2 of the Definitions), subject to the provisions of NRS 288.

3-12 The teacher bargaining unit as recognized by the Douglas County School District Board of Trustees includes exclusively the following contracted employees: classroom teachers, school nurses, school counselors, school psychologists, special education teachers, school librarians, P.D.C. trainers, and Special Program Assistants.

ARTICLE IV: Employment of Teachers

4-1 Subsequent to the effective date of this Agreement, all personnel hired as classroom teachers for other than vocational or technical courses shall be required to have at least a bachelor's degree from an accredited college or university. Teachers employed in specialist classification areas, such as remedial reading, special education, library, speech therapy, psychology, etc., shall hold a bachelor's degree and the appropriate special license granted by the State of Nevada Department of Education.

4-2 Teachers employed by the School District shall comply with the Nevada Teacher Licensure requirements for the position to which they are assigned, and such compliance must be completed no later than five (5) working days prior to any paycheck being issued. Teachers must maintain appropriate licensure to be paid on the Licensed Personnel Salary Schedule. Non-compliance may lead to payment at the substitute rate, non-payment and/or termination.

4-3 Teachers will be given letters of intent on or before May 1 unless modified by the state legislature. Teachers shall be given at least ten (10) days to examine their own contract or letter of intent before it must be signed and returned to their principal. In the event that contracts or letters of intent are issued prior to May 1st, the ten (10) days a teacher has to decide whether to accept or reject employment will begin on the date the teacher received such contract or letter of intent. Once a contract or letter of intent is signed accepting employment for the subsequent school year, the teacher shall not be released pending the District's finding an adequate replacement.

ARTICLE V: Leave of Absence

5-1 All leaves granted will be in units of full days or half-days. Application for leaves of absence under these provisions should be submitted to the principal for clearance two weeks in advance, except in extreme emergency. Policies pertaining to leaves will not be changed without prior notification to the Association.

5-2 All benefits to which a teacher is entitled at the time the leave of absence commences shall continue to him/her upon his/her return.

5-3 Should a certified employee occasionally need to modify his/her established work hours; it shall be permissible for the employee's supervisor to grant permission for modifications. Any changes in the established work hours must be approved by the supervisor, are at the sole discretion of the supervisor, and are not subject to an appeal. The intent of this language is to provide flexibility to employees and reduce the need for substitute teachers.

5-A Extended Leaves of Absence

5-A-1 Upon request prior to April 1, the School Trustees may grant a leave of absence without pay to any teacher who has been employed in the district for the preceding six (6) years. Leave requested under this section must be for the entire school year. Under no circumstances shall such a leave be extended beyond one school year nor shall such a leave ever be granted to allow for another K-12 teaching position. The decision of the School Trustees concerning such a leave shall be final and not subject to appeal. Exceptions to the six (6) year restriction may be appealed to the Executive Director of Human Resources whose decision shall be final and binding.

5-A-2 Exceptions to requesting an unpaid leave of absence prior to April 1 will be considered in the following instances: illness when recommended by the attending physician or death in the immediate family. The applicant will be informed in writing by the Superintendent or his/her designee of the disposition of the leave request on or before May 1 preceding the academic year for which the leave is requested.

5-A-3 Written notice must be filed with the Superintendent by March 1st of the year in which the leave is effective, stating whether or not the teacher plans to return. Failure to give such notice will automatically forfeit the right of the teacher to return.

5-A-4 Teachers granted a leave of absence will return to duty at the same status on the salary schedule, unless the teacher has qualified for advancement, as shown at the date the leave was granted. He/she shall also be credited with the unused sick leave accumulated up to the time the leave of absence was granted.

5-A-5 A teacher has the Constitutional right to become a candidate for any elective office and to serve in such elective office if elected. Regularly appointed teachers shall be granted leave of absence without pay to serve in any State Legislative Office. When the Legislative Session is over, the teacher may return to his/her classroom.

5-A-6 Upon return from leave of absence, he/her will be assigned to the same position, if practicable, or to a similar position for which he/her is qualified if he/her has given written notice as provided in 5-A-3.

5-A-7 Since teachers on leave of absence have not resigned, they shall at their option, be considered as members of the teaching staff for insurance purposes, with the employee paying the full amount of such premium, due on the 20th of each preceding month but no later than the 1st of each month or the insurance will be canceled subject to approval of the plan sponsor.

5-B Sick Leave

5-B-1 Fifteen (15) days of sick leave shall be allowed for each certified employee whose contract is written for one school year and each year thereafter until a total of two hundred (200) days maximum is reached. Sick leave days shall be accumulated at the rate of 1.5 days per month for ten months. The full amount of sick leave shall be made available on the first day of work each year. If a teacher leaves employment with the district prior to finishing her/his contract year, the amount of sick leave will be pro-rated according to the 1.5 days per month standard.

Once an employee reaches the 200-day maximum accumulation of sick leave days, his/her 200-day maximum total will not decrease unless he/she uses more than fifteen (15) sick leave days in any given school year. The District will keep an account for each employee of any sick leave accumulated over 200 days. These days will be available to the employee with approval of the Board following exhaustion of his/her 200-day accumulation. Sick leave days in one's account beyond his/her 200-day accumulation are not subject to any other use except for providing for catastrophic coverage in the case of one's own illness.

5-B-2 Licensed teachers under contract who are employed four or less hours per day during the school year shall be members of the sick leave plan. Sick leave may be accumulated to the maximum available to full-time licensed employees and the monthly benefit is to be computed as follows:

$$\frac{\text{HOURS WORKED PER SCHOOL MONTH BY PART-TIME EMPLOYEE}}{\text{HOURS WORKED PER SCHOOL MONTH BY A REGULAR LICENSED EMPLOYEE}} \text{ (X) 1.5 Day}$$

5-B-3 Licensed employees who have resigned their positions, and later return to the School District with a break in service, will not be given credit for prior accumulated sick leave.

5-B-4 A licensed employee absent for personal or family illness reasons for four (4) or more consecutive days will be required to present a doctor's release prior to his/her return and provide verification of the illness. At least one day prior to his/her expected return the employee shall notify his/her supervisor in order that any substitute employee may be terminated. If the employee fails to notify his/her supervisor and both the employee and the substitute report, the employee is entitled to the assignment and the employee shall lose one-half of the daily rate of the substitute's pay.

5-B-5 The District will grant leave of absence, with pay, to be deducted from accumulated sick leave, for not more than fifteen (15) days in one year, to any teacher unavoidably absent because of illness, critical illness, injury or serious accident within the teacher's immediate family. Verification of sick leave use may be requested per 5-B-8 of this agreement. Exceptions to this restriction may be appealed to the Executive Director of Human Resources in cases of extended illness and if the teacher has additional personal sick leave available. In all cases dealing with exceptions, the determination of the Executive Director of Human Resources shall be final and not subject to appeal.

5-B-6 Employees who have exhausted accumulated sick leave shall be given additional time to recuperate subject to the approval of the School Trustees. Upon approval of the School Trustees, a leave of absence without pay shall be granted for the duration of the illness, but not to exceed a period of one (1) year. The School Trustees may request periodic medical verification of the illness and a release from the physician before the employee may return to work.

5-B-7 The provisions of sick leave contained herein may be applied to any illness or disability attributed to pregnancy, termination of pregnancy, or recovery there from. Use of accumulated sick leave is limited to eight (8) weeks for the employee to bond with a newborn child of the employee.

Up to (20) twenty days of accumulated sick leave may be used to bond with the newborn child of the employee's spouse or domestic partner.

5-B-8 In all cases involving use of sick leave, the employee shall, if physically able, assume the responsibility of personally communicating to his/her supervisor or designee that he/she is ill or otherwise unable to perform his/her duties. Unless the teacher is so disabled that he/she is unable to communicate, he/she shall notify his/her supervisor or designee as soon as he/she knows of his/her inability to report to work.

If abuse or misuse of sick leave is suspected and documented, a site or district-level administrator may share their concern and/or request verification of the teacher's illness, disability or medical appointment in the form of a doctor's signed statement. Sick leave usage that cannot be verified will result in a pay dock for each day of non-verified sick leave and may result in disciplinary action. In the event the District requires a second opinion to verify a teacher's use of sick leave, the District will bear the cost of the examination with no loss of leave or pay to the employee.

5-B-9 Up to twenty (20) days of accumulated sick leave may be taken by a teacher for the adoption of a child within the first three (3) months of the adoption process.

5-B-10 When a teacher has accrued at least 85 sick days, he/she may trade 5 sick days for one (1) "incentive" paid personal leave day, without holiday restrictions, that must be used during the year it is granted. It is not subject to compensation if unused.

5-B-11 Teachers who use no more than a combined three (3) sick leave days and unpaid personal leave during their contract year will be awarded an additional "incentive" paid personal leave day, without holiday restrictions, for the following contract year, or be compensated $125 in lieu of an additional "incentive" paid personal leave day.

Eligible staff will be notified by September 1st. By September 15th, teachers eligible for the sick leave non-use incentive must notify Human Resources if they want to receive the cash incentive.

5-B-12 Upon retiring, the District will pay $30.00 per day for each day of unused sick leave, up to a maximum accumulation of 200 days, for any teacher who meets the following criteria:

a) has completed ten (10) years of service with the Douglas County School District;
b) has verified through the Public Employees' Retirement System of Nevada the date that retirement benefits will begin.

Any teacher who meets criteria (a) and (b) above, and has 250 or more days of combined sick leave and catastrophic leave, will receive an additional $1,000 payout. All sick leave and catastrophic leave eligible for payout must have been earned in Douglas County School District.

Any teacher meeting the above criteria will receive a lump sum payment, which will be paid within 30 calendar days of their official date of retirement.

5-C SICK LEAVE BANK

5-C-1 The purpose of the sick leave bank is to provide assistance to contracted teachers who are unable to perform the duties of their position due to non-elective major surgery, cancer, heart attack, stroke or related illnesses, serious accident or extended chronic illness and who have exhausted their sick leave and personal leave accumulations. Sick Leave Bank assistance is not to be used for normal pregnancy related conditions or disabilities. Sick Leave Bank assistance will not be granted for dependent or immediate family illness.

5-C-2 A teacher who has served a minimum of two (2) years with Douglas County School District and is interested in participating in the sick leave bank shall complete and submit a Sick Leave Bank Participation/Authorization

form to the Sick Leave Bank Committee of the Douglas County Professional Education Association (DCPEA) with copies forwarded to Personnel Services and Business Services.

1. Sick Leave Bank Participation/Authorization forms will only be accepted during the open enrollment period of September 15 through October 15.
2. Sick Leave Bank Participation/Authorization forms will be made available from the building representative.
3. Although the District will not be involved in decisions regarding the Sick Leave Bank's operation, the DCPEA agrees to keep written minutes of the Sick Leave Bank Committee's deliberations, such minutes to be sent to the Superintendent following each of those deliberations and/or meetings.
4. The Association retains the right to deny membership or remove a member for misuse of the sick leave bank. If a member is removed from the sick leave bank, all donated days are forfeited.

5-C-3 Teachers participating shall donate and have deducted from their own sick leave account one (1) day per year for the operation of the sick leave bank.

5-C-4 Whenever the total number of days in the sick leave bank is less than 100, the Association will inform the bank membership that a special assessment of one additional sick leave day per member will be made to reimburse the bank. Such assessment, if needed, to be assessed but once in a year.

When the total number of available sick days in the Sick Leave Bank exceed 1000, any member who has donated five (5) or more days will have their annual sick leave deductions suspended the following year. If the number of sick leave days available goes below 500, the deductions will resume for the following year.

5-C-5 Teachers participating in the sick leave bank shall continue their participation from year to year unless they notify the Douglas County Professional Education Association Sick Leave Bank Committee in writing of their intent to withdraw.

1) A teacher who withdraws from the sick leave bank will not be reimbursed for the sick leave days already contributed.

2) Any teacher given assistance from the Sick Leave Bank will contribute one (1) day for the next five (5) years, regardless of the total number of days in the Sick Leave Bank.

5-C-6 Days not used during the school year will carry over to the next year.

5-C-7 Only teachers who have contributed to the sick leave bank will be eligible to receive assistance from the sick leave bank. Teachers must exhaust all accumulated sick leave before they can become eligible to receive assistance from the bank. Only current sick leave bank members are eligible for this benefit.

5-C-8 Teachers who wish to apply for assistance from the sick leave bank shall complete and submit a Sick Leave Bank Assistance Application and all accompanying documentation to the DCPEA. Sick Leave Bank Assistance Applications will be available upon request from the site building representative.

1. The DCPEA Sick Leave Bank Committee shall consist of three (3) DCPEA members appointed by the DCPEA President.

2. The DCPEA Sick Leave Bank Committee shall review the teacher's application, sick leave account, and usage. The committee has the right to accept or reject requests.

3. The DCPEA Sick Leave Bank Committee shall forward its decision to the District Personnel Services and Business Services Offices. The decision of the DCPEA Sick Leave Bank Committee is final and is only subject to review through the internal structure of the DCPEA.

4. An eligible teacher approved for assistance from the sick leave bank may be granted up to 30 days sick leave per year. In cases of extreme hardship due to prolonged illness/injury, a teacher may apply to the DCPEA Sick Leave Bank Committee for up to an additional 30 days from the sick leave bank not to exceed a total accumulation of 60 (sixty) sick leave bank days per person per year. Applications for additional sick leave bank days (beyond 30) must be accompanied by documented medical verification and shall be subject to final approval by the Superintendent, whose approval will not be unreasonably denied.

5. Lifetime usage of Sick Leave Bank is limited to 200 days maximum per person. Sick leave bank usage was reset to 0 days at the beginning of the 2018-19 school year for all employees.

5-C-9 The term 'year' for purposes of this procedure shall be defined as the school year July 1-June 30.

5-C-10 The Association and its members shall hold the District harmless against any and all claims, demands, grievances, or other liability that arise out of or by reasons of actions taken by the Association in administrating the Sick Leave Bank.

5-D CHILD REARING LEAVE

5-D-1 Upon written application to the Superintendent, child rearing leave shall be granted to any teacher in the District to care for his/her newborn or newly adopted child provided that all other sub-sections of 5-D are met. Extenuating circumstances involving the notification of the availability of a child for adoption will be considered when such notification comes at an unanticipated time; however, the provisions of 5-D will not be automatically waived.

5-D-2 Child rearing leave shall be granted only if it is requested by April 1 if the leave is for the first semester of the following school year and by August 1 if the leave is for the second semester of the following school year, or at any other time prior to the start of the semester in the case of a bona fide emergency, as determined by the Superintendent. Child rearing leave is granted only if it is requested for no less than an entire semester or an entire school year. If child rearing leave is to commence at the start of the second semester of a school year, the Superintendent may grant an extension of not more than nor less than one school year.

5-D-3 Child rearing leaves shall not be granted in consecutive school years except as extended by the Superintendent in accordance with 5-D-2.

5-D-4 Teachers having taken a child rearing leave must notify the Superintendent of their intended return by March 1.

5-D-5 Teachers shall receive no salary or fringe benefits while on leave except as provided in 5-A-7.

5-D-6 A teacher returning from child rearing leave will be assigned to a position similar to the one held prior to leave.

5-D-7 Teachers granted a leave of absence will return to duty at the same status on the salary schedule, unless the teacher has qualified for advancement, as shown at the date the leave was granted. Teachers shall also be credited with the unused sick leave accumulated up to the time the leave of absence was granted.

5-E BEREAVEMENT LEAVE

5-E-1 Bereavement Immediate Family

Teachers will be granted a leave of absence of up to eight (8) days for each occurrence of bereavement for immediate family. The days for immediate family bereavement leave do not have to be taken consecutively. Bereavement days are deducted from the employee's sick leave accumulation. At the discretion of the District, verification may be required to confirm and verify the bereavement leave.

5-E-2 General Bereavement

Teachers will be granted a leave of absence of up to three (3) consecutive days for each occurrence of bereavement for any person not defined as immediate family. Bereavement days are deducted from the employee's sick leave accumulation. At the discretion of the District, verification may be required to confirm and verify the bereavement leave.

5-F MILITARY LEAVE

5-F-1 Teachers who must serve under order in military programs may participate in such programs for up to fifteen (15) school days per school year without loss of pay provided no option to fulfill that obligation existed during the summer recess.

5-G PROFESSIONAL LEAVE

5-G-1 With the approval of the principal and Superintendent, leave will be granted for the purpose of attending professional meetings, conferences, assemblies and conventions, with no deduction from salary if it is thought that such attendance will render an educational service of value to the School District. At the discretion of the Superintendent per diem and/or travel reimbursement may be provided by the School District.

5-G-2 Two (2) professional days per year will be granted to those who are pursuing and are officially registered for the National Board-Certified Teacher (NBCT) program to fulfill the requirements for the NBCT program.

One (1) professional day during a teacher's employment with the district will be granted to fulfill the requirements of a Master's Degree or Doctoral Program.

Proof of enrollment in the NBCT or degree program must be provided to the Executive Director of Human Resources prior to leave approval.

5-H PERSONAL LEAVE

5-H-1 A teacher shall be granted two (2) days of "standard" paid personal leave per school year. Teachers may accumulate up to a maximum of ten (10) days of "standard" paid personal leave. At no time may a person use more than five (5) "standard" paid personal leave days in any one school year.

5-H-2 Except for bona fide emergencies, teachers must notify their principal of their intent to use personal leave at least three (3) days prior to the date to be used.

5-H-3 Personal leave days will not be granted during: A) pre-service days; B) the first three (3) days of student contact; C) during final examination time; D) the last five (5) workdays of the contract year.

Exceptions to these restrictions of personal leave may be appealed to the Executive Director of Human Resources in cases involving the verified graduation of a spouse, sibling, child, grandchild, unique circumstances, or a bona fide emergency. In cases of dealing with exceptions, the determination of the Executive Director of Human Resources shall be final and not subject to appeal.

5-H-4 Personal leave days may be granted for days preceding or following any scheduled holidays or vacation recess, however, in an attempt to not put undue strain on the operation of the school, the principal may deny the request if the following criteria are not met:

1. The employee has submitted a written request at least 10 school days prior to the absence(s) requested.

2. The total number of pre-arranged absences for the day(s) requested does not exceed 20% (rounded up to the nearest whole number) of the teaching staff at the site the employee is assigned to for that day.

Appeals of a principal's denial may be made to the Executive Director of Human Resources. The determination of the Director shall be final and not subject to appeal.

5-H-5 Teachers will be compensated at the end of the school year at the substitute teacher rate per day for each unused "standard" paid personal leave day in excess of eight (8) days available for accumulation.

5-H-6 The District will compensate a teacher at the substitute teacher rate per day for up to ten (10) "standard" paid personal leave days at the time of retirement if they meet the following criteria:

a) Has completed five (5) years of service with the Douglas County School District
b) Has verified through the Public Employees' Retirement System of Nevada the date that retirement benefits will begin.

5-H-7 "Incentive" paid personal leave days, as referenced in Article 5-B-10 and Article 5-B-11 must be used in the contract year they were awarded. "Incentive" paid personal leave days will not be subject to compensation if unused.

5-I ASSOCIATION LEAVE

Upon two (2) weeks written notification from the Association President to the Executive Director of Human Resources, a total of fifteen (15) days inclusive may be granted Association members each year for the purposes of attending professional Association meetings, conferences, delegate assemblies, and conventions or for the purpose of visiting other schools within the school district. The total of fifteen (15) leave days granted and taken under this provision will be reimbursed by the Association at the rate of the substitute's daily rate. The Superintendent or Executive Director of Human Resources may allocate additional days of association leave deemed to be a benefit to the District when representing a similar position to that of the District.

5-J ADDITIONAL LEAVES

5-J-1 When unforeseen circumstances prevent a teacher from exercising his/her teaching duties, leave time may be granted for not more than five (5) days in one school year with the approval of the Executive Director of Human Resources. If leave is approved, salary deductions will be limited to the substitute's pay scale.

5-J-2 Leaves of absence not to exceed three (3) days in any school year may be granted upon written application in advance for participation in civic or community activities associated with Douglas County. Upon approval of such requests by the Executive Director of Human Resources, such leave will be granted with salary deduction limited to the substitute's pay scale.

5-J-3 Upon official notification to one's immediate supervisor, teachers shall be granted leave with pay when called for jury duty or when subpoenaed to testify in a school-related matter or as a matter of civic service to the community. Subpoenas regarding strictly personal matters, i.e. divorce, criminal involvement, etc., shall not qualify for paid leave.

In turn, those teachers excused for paid jury duty or subpoena leave must remit to the District any amount paid by the court for services related to such service. In the event teachers are called to serve jury duty or respond to applicable subpoenas outside their county of residence, they may deduct monies received for meals and/or mileage from their court remittance to the District.

5-L NSEA LEAVE OF ABSENCE

5-L-1 The District shall allow full-time release for any member of the local Association elected to serve as President of the NSEA or NEA, not to exceed two terms or six years. Upon return from the leave of absence, he/she will be assigned to the same position, if practicable, or to a similar position for which he/she is qualified and at the same column and step he/she held at the time of the leave.

The NSEA will reimburse the District for the total amount of the salary and fringe benefits, which include the total PERS contribution, worker's compensation, and health insurance package. The employee will not accumulate sick leave or personal leave during his/her absence, but upon return, all leave time held at the time of release will be credited to the employee.

Failure of the employee to return at the end of his/her term(s) of office will be considered as a resignation from the District.

A teacher seeking any office under the above-mentioned terms and conditions, must notify the Superintendent in writing six (6) months in advance to receive the leave of absence. Should a teacher be appointed to a NSEA or NEA position with less than six month's notice, the Superintendent and the teacher shall mutually agree on the terms and conditions of the leave and the employee's return to the District.

ARTICLE VI: Group Insurance

6-1 The School District agrees to offer group health, dental, and optical, insurances to all contracted employees and their dependents. Life and accidental death and dismemberment (AD&D) insurance will be offered to all eligible, contracted employees.

6-2-1 The School District shall pay $950 from January 1, 2026 through December 31, 2027, of the individual group health, dental, optical, and Group Term life and AD&D insurance for all employees covered by this contract commencing with the first day of the month following the commencement of actual work for new employees and commencing with the first day of the new contract year for continuing employees.
At the May Board Meeting, the Advisory Insurance Committee will provide an update to the Board regarding year end and financial status of the self-insurance fund.

Whenever there is a new Board member, a workshop will be held to inform members of the workings of the self-insurance fund.

When the Advisory Insurance Committee presents a recommendation to the Board of Trustees, representatives selected by the committee shall present the recommendation and answer any Board questions.

6-2-2 The School Board, in its discretion, may implement no more than one premium holiday per calendar year provided that there is a fiscally prudent reserve of the previous six (6) months of claims maintained in the Self-Insurance Fund. Prior to implementing a premium holiday, the District will notify the Health Advisory Committee of its intent to recommend a premium holiday.

6-3 The School District will pay 100 percent of the group term life insurance in the amount of $20,000 for all employees covered by this contract for the full twelve-month period of the contract year.

6-4 It is clearly understood that the face amount of insurance is to remain the same. In the event the company is changed, every effort will be made to maintain the premium at the same rate.

6-5 An Advisory Insurance Committee shall be formed consisting of the Executive Director of Human Resources, three teachers selected by the DCPEA, two classified employees selected by DCSSO, one bus driver selected by the Douglas County School Bus Drivers, and one administrator selected by the Douglas County Administrators Association.

The committee shall meet monthly unless a majority votes otherwise. No more than two (2) meetings per year may be canceled. The responsibilities of the committee shall be to:

1. Review the actuarial soundness of the plan.
2. Review the benefits and features of the program.
3. Review premium requirements.
4. Evaluate the plan administrator.
5. Review the re-insurance.
6. Evaluate and review any other factors that may affect the program.
7. Review bids from plan administrators and health insurance carriers when the committee deems it appropriate.
8. Review general claim issues.

Minutes from each meeting shall be distributed to the School Board within ten (10) working days after the meeting is adjourned. The committee shall make majority recommendations to the Board and employee organizations regarding suggested changes to the insurance program, which are subject to final approval by the Board, to be considered as a part of the annual renewal process.

No later than November of each year the Advisory Insurance Committee created under Article 6-6 shall review and consider projected costs of the Plan, projected revenues for the Self-Insurance Fund, the Insurance Fund Balance to make a recommendation to the School Board. In the event the Advisory Insurance Committee does not make a recommendation, the School Board reserves its right to make changes to the Plan.

6-6 The School District further agrees to provide payroll deductions for additional premiums, if any are required. The School District also agrees to provide reasonable record-keeping and/or verification of employment which may be required of the insurance carrier.

ARTICLE VII: Protection for Teachers

7-1 The School Trustees will provide liability insurance protection and/or legal assistance for any teacher who is acting within the scope of his/her duties.

7-2 No written periodic evaluation report or written reprimand concerning a teacher shall become part of the teacher's personnel file without the teacher being presented a copy signed by both the teacher and the evaluator thereof, and being given the opportunity to discuss the matter with the principal. Teachers shall have the right, upon request, to review the contents of their personnel file in the presence of the Superintendent or his/her designee. A teacher will be entitled to have a representative of the Association accompany him/her during such review, if the teacher's written consent is given to the Superintendent or his/her designee. If at any time a teacher feels that any matter in his/her personnel file is objectionable, he shall have the right to respond in writing, which response shall become part of his/her permanent personnel file. A teacher may request the removal of any objectionable material, which removal would be subject to the approval of the School Trustees.

7-3 A teacher may restrain a pupil when it is essential for self-defense, or for the protection of other persons or property.

7-4 If any complaints are filed against a teacher that warrant written documentation, the teacher should be notified of such complaints and allowed to respond in writing. Other than School Trustees' executive sessions, the teacher will have the right to be present during any conferences that concern the above complaints.

7-5 No teacher shall be reduced in rank or compensation as a disciplinary act. Any such reduction in rank or compensation because of disciplinary action shall be subject to the professional grievance procedure as set

forth in Article II. All information forming the basis for such disciplinary action will be made available to the teacher, and upon written consent of the teacher, to the Association.

7-6 Protection for teachers. No post-probationary teacher will be suspended, dismissed, or not reemployed without just cause. The requirements of NRS 391.750 to 391.800, inclusive, shall not apply to post probationary teachers. Progressive discipline shall apply to all disciplinary action undertaken by the District, unless the charged misconduct justifies immediate suspension or summary dismissal; however, any discipline less severe than suspension or termination shall not be subject to final and binding arbitration, but can be grieved in accordance with the existing grievance procedures up to Level 4 – School Trustees.

No licensed employee shall be reprimanded or disciplined publicly. Such an act shall be considered as a gross violation of policy.

7-7 Reduction in Force

7-7-1 The School Trustees' designee may refuse to reemploy any teacher for the next contract year because of declining enrollment; fiscal, economic, or budgetary decrease; change in number of teacher positions; and/or curtailment of programs, courses, or services, provided there is consultation with the Association prior to the decision to make any such reduction, and provided that the reduction shall be accomplished according to the following provisions:

The School Trustees' designee will state in writing the reason for a reduction in force.

a) The School Trustees' designee shall determine the areas in which reductions shall be made and such reductions shall be accomplished in the following order:

1. Teachers who volunteer to resign;
2. Any teacher who has received any of the following evaluation ratings in the two most recently completed school years:
    i. Two ineffective evaluations
    ii. A combination of one developing and one ineffective evaluation
3. Probationary teachers with an ineffective evaluation rating from the most recently completed school year. Year one probationary evaluations will use the current school year.
4. Probationary teachers with a developing evaluation rating from the most recently completed school year. Year one probationary evaluations will use the current school year.
5. Post probationary teachers with an ineffective performance evaluation from the most recently completed school year;
6. Probationary teachers;
7. Post probationary teachers with a developing performance evaluation from the most recent evaluation;
8. Post probationary teachers.

In subgroups 2 through 8, determination of reduction order will be based on seniority and/or instructional needs.

b) Seniority shall mean the number of years of continuing service, excluding approved leave, commencing with the first day of the semester in which the teacher began working for the School District. Any teacher who has voluntarily or involuntarily terminated employment with the District shall establish a new hire date on the date the teacher was re-employed with the District. Approved leaves of absence do not constitute termination. The time during which a teacher is on approved leave does not count toward seniority.

c) In the event two or more teachers have the same semester seniority, teacher(s) commencing work after the beginning of the semester shall be credited with proportionately less seniority as determined by the actual date the teacher(s) began work subsequent to the beginning of the semester.

d) In the event two or more teachers have the same seniority after the above factors have been considered, seniority shall then be determined first by the date the teaching contract was consummated, and next, all else being equal, by a lottery in which teachers having the same seniority shall draw lots.

e) Released teachers shall be placed on leave of absence with no obligations to rehire after the expiration two (2) years. Each teacher placed on leave of absence as aforementioned shall be selected for an offer of employment based on the criteria in 7-7-1-a to a position for which he is licensed and competent in inverse order.

f) The School Trustees' designee shall notify teachers on leave of absence of subsequent vacancies by certified mail and email to the last mail and email address registered by the teacher at the School District office. No new appointments, except on a substitute basis, shall be made within ten (10) days from the emailing of such notification. The teacher must respond not more than 10 days following the receipt of the emailed notification of recall. If the notification is undeliverable, the District shall have no further obligation after 10 days have elapsed following the attempt to notify the teacher. If a teacher does not commit to return to work and return at the specified time, the School Trustees shall have no further employment obligation to him/her, except that when a teacher who has given notice of his/her intent to return is prevented from doing so due to illness or other bona fide emergency, his/her leave shall be extended for a period not to exceed one (1) year.

g) Upon his/her return such teacher shall retain all credits toward all leaves of absence and experience credits for salary purposes, but he/she shall not accrue any such credits for leave of absence and experience for salary purposes during the layoff, except that teaching experience gained in another school district or system during the layoff period shall be credited for salary purposes upon reemployment. Qualifying college or university credit earned during the layoff shall be counted for salary purposes upon reemployment.

h) Teachers who have two half time contracts at the time of a layoff will be considered for all positions according to the above language. For RIF purposes, ½ (one-half) time contracted teachers will accrue seniority at ½ (one-half) the rate of full-time teachers. When a half-time position is reduced, the half-time teacher involved will be placed in a half-time position over another half-time teacher with less seniority. If there is no half-time position for which the teacher being reduced has more seniority, the teacher will be placed in a full-time position over a teacher for which they have more seniority. If the teacher involved rejects the full-time position made available for transfer, the district is under no further obligation to the teacher.

7-8 This Agreement shall not be interpreted as providing an all-inclusive statement of the rights and privileges of the teachers and the School Trustees.

ARTICLE VIII: Employment Standards

8-1 Research papers and experience reports concerning the School District may be written by employees and submitted for college credit or Master's thesis without first being presented to the Superintendent or the School Trustees for scrutiny. However, when the research involves the use of people, be they District staff or District students, during the school day, the researcher must first obtain the permission of the Superintendent and then permission of the persons to be involved.

ARTICLE IX: Curriculum and Instruction

9-A TEXTBOOKS

9-A-1 Textbooks shall be considered an instructional aid and shall be provided in sufficient quantities based on enrollment. Supplementary materials shall be supplied if evidence can be provided to justify the educational value and economic investment.

9-B SUPPLIES AND EQUIPMENT

9-B-1 Teachers' recommendations of the quality and durability of supplies and equipment shall be considered when ordering or re-ordering.

9-B-2 Teachers shall retain a copy of the requisition form whereupon they have requested supplies and equipment and shall be informed of the disposition of their request upon inquiry of the principal, or the person responsible for ordering said material.

ARTICLE X: Teaching Conditions

10-1 Classroom teachers covered by this Agreement shall be required to work a regular work day of seven (7) hours and 30 minutes, including a duty-free lunch period of not less than thirty (30) minutes. The daily starting and departure time for classroom teachers shall be set in each school by the principal, subject to any limitation placed upon him/her by his/her supervisors due to transportation, enrollment, or other aspects of the student day. Further, it shall be permissible for principals, at their discretion, to do one of the following:

1. dismiss teachers early on the last day of the workweek after the students have been dismissed or for other special days; or
2. allow teachers to report after their normal reporting time on the last day of the workweek, so long as the teacher reports prior to any assigned duties and the official start of the school day.

The aforementioned provision relating to regular work day shall be subject to the following qualification:

1. the employee agrees that there are evening and other responsibilities connected with a school program and agrees to share such duties as shall be assigned.
2. The employee cannot be dismissed early and report after their normal reporting time on the same day.

10-2 The use of the public address system shall be confined, except on days that necessitate deviation from the following procedure because of special events, to the first four (4) minutes at the start of a class period, the last four (4) minutes preceding lunch period, or the last four (4) minutes prior to the end of the class day, unless an emergency exists as determined by the principal. Every effort shall be made to minimize classroom interruption.

10-3 The base work year for post-probationary general education teachers in Douglas County shall consist of one hundred eighty-five (185) days for the 2025-26 school year and one hundred eighty (180) for the 2026-27 school year.

1. The base work year for post-probationary special education teachers and service providers shall consist of one hundred eighty-five (185) days, plus one additional training day for the 2025-26 school year and one hundred eighty (180) plus one additional training day for the 2026-27 school year which will, 1) be held on the day prior to the pre-service days at the start of the school year, and 2) be compensated at

their daily rate of pay.

2. The work year for probationary teachers and all post probationary teachers new to Douglas County serving their first full year in the Douglas County School District shall consist of one hundred eighty-nine (189) days for the 2025-26 school year and one hundred eighty-four (184) for the 2026-27 school year, four (4) of which shall consist of orientational in-service/training. Teachers will be compensated at their current step and column rate of pay for the four (4) in-service training days.

3. First and second year teachers will be required to attend monthly in-service trainings. Probationary teachers will submit time sheets to receive compensation for the time they spend outside their contracted hours to complete the monthly in-service trainings.

4. Five (5) days of a teacher's base work year shall be non-teaching days.

5. A minimum of one (1) non-teaching day, or the equivalent of seven (7) hours over two or more non-teaching days, prior to the beginning of the school year shall be reserved for classroom preparation by teachers.

6. The days to be worked in the work year shall be distributed according to the calendar determined and officially adopted by the Board of School Trustees after consultation with the Douglas County Professional Education Association.

10-4 Secondary Teaching Conditions

10-4-1 Every effort shall be maintained during a teacher day to allow time for scheduled uninterrupted preparation equivalent in duration to an assigned period, provided no new personnel are required in meeting the stipulations of that effort.

Elementary Teaching Conditions

10-4-2 Unassigned time – the time before and after the instructional student contact day

Elementary teachers, as well as provided the considerations given above, will be assured a minimum of 120 minutes for uninterrupted preparation per week during their unassigned time, and from that time, there will be a minimum of two (2) 30-minute blocks in the morning hours prior to commencement of the instructional student contact day, except that in shortened work weeks due to holidays or teacher leave usage, the requirement will be reduced to a one (1) 30-minute block.

10-4-3 Assigned Time - the time during the instructional student contact day.

In the event an elementary teacher's class is receiving instruction/supervision from a District-contracted art, music, counselor, media specialist, or physical education specialist, such elementary teacher will not be required to participate and the time will be considered as prep time.

10-4-4 If an elementary teacher's class does not receive art, music, library or physical education during their regular scheduled time because there is no substitute available and the site administrator determines that the class cannot be made up within 10 school days; the teacher will be compensated at their hourly rate on the certified salary schedule (i.e. certified employee's current step/185 days/ 7 hours for the 2025-26 school year and 180 days/7 hours for the 2026-27 school year.

10-4-5 Elementary specialists will be guaranteed a minimum of two (2) thirty-minute prep periods per week during assigned time.

10-4-6 If an elementary specialist does not receive their regularly scheduled prep time when covering a class because there is no substitute available and the site administrator determines that the class cannot be made up within 10 school days; the teacher will be compensated at their hourly rate on the certified salary schedule (i.e. certified employee's current step/185 days/ 7 hours for the 2025-26 school year and 180 days/7 hours for the 2026-27 school year).

General Teaching Conditions

10-4-6 Teachers also recognize that occasionally school business may require use of one's preparation time; however, when such occasions arise, twenty-four (24) hours notification will be given except in cases of unavoidable emergency.

10-4-7 10-4-7 Any certified employee asked to cover another certified employee's class during an assigned prep time will be compensated at the certified employee's hourly rate on the certified salary schedule (i.e. certified employee's current step 185 days/7 hours for the 2025-26 school year and 180 days/7 hours for the 2026-27 school year.)

10-4-8 Use of either preparation or unassigned time during one's contracted day for purposes other than work-related activities is subject to the leave provisions found elsewhere in this Agreement.

10-5 Teachers shall not be required to work under unsafe conditions or to perform tasks which endanger their health or safety, provided their refusal to work is not a unilateral decision made without consulting their supervisor. If there is disagreement as to whether conditions are unsafe and/or injurious to health or safety, the supervisor's decision will prevail until such time as the situation has been properly resolved by grievance. The District will notify employees should mitigation be required in his/her primary work place and the reason for the mitigation. The employee has the right to request moving his/her work place if she/he feels it is unsafe. The principal or supervisor will consider the request and provide a response to the employee in writing.

10-6 TRANSFER

10-6-1 Involuntary Transfer. The Association agrees that the Executive Director of Human Resources in conjunction with the site administrator is authorized to make appointments of all employees to vacant positions based upon the needs of the District. Involuntary transfers may be necessary due to any of the following conditions:

a) declining enrollment
b) fiscal, economic, or budgetary decrease
c) change in the number of teaching positions
d) curtailment of programs, courses, or services

The Executive Director of Human Resources will issue a formal notification to all site administrators and the president of the Association to inform which condition(s) exist in the District.

The District agrees to seek properly licensed volunteers for involuntary transfer prior to implementing such transfer. In cases when no properly licensed teacher has volunteered for involuntary transfer, a teacher with the most recent hire date in the District will be involuntarily transferred first from the affected site or program to another District site or program within the teacher's area of licensure.

Before initiating an involuntary transfer, the District will provide the teacher to be affected with the rationale for such action. Once notified of any available placement options, involuntary transfers will have two (2) business days, with days defined as the days the District Office is open, to make a selection. If a choice is not made, the involuntary transfer waives their choice and their placement will be assigned by the Executive Director of Human Resources.

In cases where a teacher has been involuntarily transferred to a different school site, they will be provided an opportunity to return to the next available opening at their previous site within the following stipulations: regular education to regular education, special education to special education, specialist to specialist, or content area to content area. Should a teacher not accept the first available opening, they waive their right to automatically return to their previous site, but would retain rights to seek future voluntary transfers.

10-6-2 Voluntary Transfer. All vacancies for non-management licensed positions for the following school year, including new positions, will be posted in the Administrative Services Office, and on the District web page for a period of five (5) full days, with days being defined as the days the District Office is open, for the purpose of allowing interested and qualified licensed personnel to apply for transfer to that position. Voluntary transfers can only take place to a vacancy with the same job description. Half-time teachers may apply for transfer to a full-time position; however, they must meet all other requirements of this article. A Request for Transfer form must be submitted to the principal of the site with the vacancy and a copy to the Human Resources Office no later than 5:00 p.m. on the last day of the five day transfer period.

Transfers for the following school year will be considered between March 1 and May1 of each year. The District will consider requests for those positions prior to considering new applicants from out of the District. Applications submitted from existing teachers will be accorded first consideration by the principal or site supervisor making that decision. The selection of an external candidate, over the transfer applicant, will be upheld unless the choice of the external candidate is shown to be arbitrary or punitive.

The Association agrees that the Executive Director of Human Resources-in conjunction with the site administrator is authorized to make appointments of all employees to vacant positions based upon the needs of the District, using the following procedures:

1. A licensed employee may request a voluntary transfer on the District's voluntary transfer form whereon the teacher shall express preference for a specific vacant position at a specific site.

2. A licensed employee with the proper licensure who requests a voluntary transfer will be interviewed.

3. If the current teacher's request for transfer is not granted, the District will provide the teacher a written explanation as to why the transfer request was denied.

4. The District shall attempt to honor transfers when the training and experience of the requesting teacher match the vacant position's job specifications.

5. In cases in which there are multiple requesting teachers being considered for a vacant position, the administrator will follow the district's internal hiring process.

6. Voluntary transfers will not be considered until after a teacher has completed three (3) full contract years in the District and currently holds post-probationary status. However, should a vacant position not be filled through the voluntary transfer process, teachers within their first three (3) years in the district will be allowed to apply.

7. Voluntary transfers will not be considered if a teacher does not currently hold the licensure required for the vacant position.

8. Certified employees who have voluntarily left their original assignment for a teacher on special assignment (TOSA) position within the District are guaranteed to be placed back at their original location and assignment (grade level/course), following the completion of their TOSA contract. This guarantee will be in place for a maximum of three (3) school years. After three (3) school years the employee will be placed following the voluntary or involuntary transfer process.

   If the employee that held the position for the TOSA is on a standard contract they will be reassigned following the Involuntary Transfer (Article 10-6-1) process. If there are no positions available, the Reduction in Force (Article 7-7) process will apply. If the TOSA does not return to their original assignment or the three years have passed, the employee holding the TOSA's position may stay in the current assignment but is subject to the standard involuntary transfer and/or Reduction in Force procedures.

10-7 Extended Contracts. Teachers who accept extended contracts beyond their regular base work year of 185 contracted days for the 2025-26 school year and 180 contracted days for the 2026-27 school year, with the exception of probationary teachers and all post probationary teachers new to Douglas County serving their first full year in the Douglas County School District, shall be compensated at their daily rate of pay for each additional day of service. Teachers on extended contracts will be given mutually agreed upon flexibility in scheduling days off.

ARTICLE XI: Travel Requests and Reimbursement

11-1 The School District shall reimburse any teacher for travel required for school business at the rate established by the Board of Trustees.

11-2 Travel out of the immediate area of the place of regular assigned employment must have the prior approval of the principal and Superintendent before the claim for reimbursement will be honored.

11-3 Actual mileage will be paid for approved trips. Mileage shall begin and/or end at the employee's regular place of work or from the employee's home, whichever is the shorter distance.

11-4 Private vehicle travel will be reimbursed at the federal rate.

11-5 District-owned vehicles shall be used whenever they are available. If a private vehicle is used in lieu of the available District-owned vehicle, no reimbursement will be allowed.

11-6 The School District may, at the determination of the Superintendent, reimburse teachers for educational meetings, conventions, workshops, or other functions which prove beneficial and educational to teachers within the School District, and which ultimately improve the educational system within the School District. Such reimbursement shall be at the rate provided for in this Article.

ARTICLE XII: Contract Printing Expense

12-1 The expense of reproducing this Agreement shall be borne equally by the Association and the School District. Sufficient quantities shall be reproduced to ensure that each teacher within the School District shall receive a copy. Additional copies may be requested by either the Association or the School District.

ARTICLE XIII: Salary Schedule

13-1 Licensed Teaching Personnel Salary Schedule--See Exhibit "A".

13-2 Extracurricular Pay--See Exhibit "B".

13-3 Education - The District shall credit any teacher who desires professional growth advancement on the Teacher's Salary Schedule with professional growth credit for any course(s) taken from an accredited university or college that is related to:

a) The teacher's major or minor field of preparation
b) The teacher's current assignment
c) The teacher's present licensure.

The District will also consider for professional growth credit courses that may be educationally beneficial to the District which relate to:

d) The teacher's present degree
e) Additional licensure being pursued by the teacher
f) Additional degree(s) being pursued by the teacher
g) Lower division or non-degree eligible credits that are determined by the Executive Director of Human Resources to be a direct benefit to a District program. The determination of the Executive Director of Human Resources regarding the merits of the course or program offering shall be final and not subject to appeal.

In all cases of the above approved courses, the course must count towards an upper division credit for a Bachelors or higher degree at that college, even if the teacher is not seeking that degree. A grade no lower than a "B" must be earned. Courses for which only a "pass/fail" or "satisfactory/unsatisfactory" grade can be obtained will not be approved unless no option to receive a letter grade for the course is available.

The teacher shall submit the request for prior approval for the courses to the Executive Director of Human Resources who shall either approve or disapprove the course based upon the above criteria. Official transcripts, or appropriate notification, must be received by Human Resources by October 1st of each year should an increment and/or degree promotion exist for an increase on the salary schedule.

Only approved upper division and graduate university or college level units will be accepted for advancement on the salary schedule with the exception of (g) above. In the case of (g) above, and when the college/university does not provide credit opportunity, the District will grant 1.0 credits per every fifteen (15) hours of instruction. The District will maintain and post a list of qualifying programs on the District website. These programs will be reviewed and the example list updated at least every two years. As with (a-f) above, request for approval must occur prior to credit being earned.

With respect to new personnel, only upper division and graduate level units will be accepted for initial placement on the salary schedule. All units indicated are semester units. Quarter hour units are equivalent to 2/3 of a semester unit.

Should the District choose to offer in-service classes, it will grant one credit of professional growth for every fifteen (15) hours of instruction provided the in-service instruction occurs at a time other than during one's contracted work time. A District in-service credit so earned will be applicable to salary schedule advancement. District in-service credit taken after October 1st of each year will not be credited on the salary schedule until the following school year. If teachers receive either release time or District funding to attend classes, any credit received for those classes will not count for advancement on the salary schedule even though such credit may apply for re-licensing.

13-4 Experience Acquired Within the District

a. One (1) year of teaching experience will be given to those teachers who have worked 65% of the base work year of 185 days for the 2025-26 school year and 180 days for the 2026-27 school year, plus extended contract days.

b. Exceptions to (a) above may be appealed to the Executive Director of Human Resources, who may consider the type(s) of leave utilized. In cases of dealing with exceptions, the determination of the Executive Director of Human Resources shall be final and not subject to appeal.

c. Teachers who have worked 33% or more of the base work year of 185 days for the 2025-26 school year and 180 days for the 2026-27 school year, plus extended contract days, may have that counted as ½ year. If an additional ½ year credit is earned in the District within the following contract year, one year of teaching experience will be granted. Partial year credit will not be considered for salary scale placement.

13-5 Experience Acquired Outside the District. The District will follow the provisions of NRS 391.160 and will apply those provisions to teachers employed on or after the date NRS 391.160 went into effect. In instances when 391.160 does not apply, only twenty (20) years of experience outside of Nevada that occurred in the last twenty-five (25) years may be allowed. Equivalent experience that is determined by the Executive Director of Human Resources to be a direct benefit to the District may be considered in the initial placement on the salary schedule. The determination of the Executive Director of Human Resources regarding the placement on the salary schedule shall be final and not subject to appeal. The District will maintain a list of accepted equivalent experience granted or denied.

13-6 Experience Acquired Within Nevada. In-state personnel entering the District will be allowed credit for in-state teaching experience pursuant to NRS.

ARTICLE XIV: General Savings Clause

14-1 It is not the intent of either party hereto to violate any laws of the State of Nevada or of the United States. The parties agree that in the event any provision of this Agreement is held by a Court of competent jurisdiction to be in contravention of any such laws, they will enter immediate negotiations thereon. The remainder of the Agreement shall remain in force.

14-2 Management Rights. Except as restricted by this Agreement, Nevada law, or federal law, the DCSD and DCPEA recognize those management rights enumerated in NRS 288.150.

ARTICLE XV: Term of Agreement

15-1 This Agreement shall become effective August 1, 2025, upon acceptance by the School District and the Association and shall remain in effect through July 31, 2027 and will continue in full force and effect for additional periods of one (1) year unless either party gives written notice to the other in accordance with the provisions of NRS 288.180 and of a desire to change, amend, or modify the Agreement.

15-2 Renewal of this Agreement, with or without amendments, may be negotiated during the term of this Agreement, in accordance with the provisions of Chapter 288, Nevada Revised Statutes.

15-3 This Agreement is not binding upon either party until ratified by both parties.

15-4 The parties acknowledge that, during the negotiations which resulted in this Agreement, each has had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the areas of mandatory bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. No additional

negotiations on this Agreement will be conducted on any item, whether contained herein or not, except by mutual consent.

15-5 In the event a successor agreement is not executed before the termination date of this agreement as stipulated in 15-1 above, the District will continue to honor any benefits a teacher may have accrued prior to the termination date of this agreement without enhancing those benefits until such time a successor agreement is ratified by both parties. Should the legislature allocate monies to be used specifically to cover the cost of roll-ups, the District will honor increments beginning with the first pay period of one's contract year.

ARTICLE XVI: No Strike

16-1 Each teacher hereby agrees that he will not instigate, promote, encourage, sponsor, engage in, or condone a strike, stoppage of work, or slowdown of the operations of the School District during the term of this Agreement.

ARTICLE XVII: Compensation

17-1 **Compensation**

1. The District will fund any increases to PERS at the statutorily required rate for all employees. A committee will be formed with all employee groups to discuss how the District addresses future PERS contribution rate increases/decreases. Upon notification of a rate increase/decrease by Nevada PERS the district will convene a meeting of the committee no later than March 30th of the year the increase will go into effect.

2. The District will pay step and column increases for the 2025-2026 and 2026-2027 school years.
3. The District and the Association agree to the following additional provision:

    - Limited reopener for a financial review following the December 2025 and December 2026 Budget Amendment. This limited negotiated agreement reopener will occur on or before February 1, 2026 and February 1, 2027 to discuss potential enhancement to compensation and recovered days/compensation for the 2026-2027 contract year.
        - The reopener shall be activated only if the December Augmented and Amended Budget reflects an ending fund balance that meets or exceeds the statutory minimum ending fund balance requirement of four percent (4%) as outlined in the Nevada Revised Statutes. Any compensation allocated shall be deemed as one-time compensation.
    - During the 2026-27school year, but no later than December 31, 2026, the District and DCPEA agree to reopen negotiations for the following considerations:
    - Salary or wage rates or other forms of direct monetary compensation and benefits.
        - No more than three (3) contract language issues each for DCPEA and DCSD.

17-2 When a need to attract new teachers is determined by the District to exist, The District may, in its discretion, allocate up to $20,000 for the purpose of hiring bonuses to teachers new to the District and up to $10,000 for the purpose of incentivizing notification of early retirement for all District teachers and administrators. Hiring bonuses are not PERS eligible.

The amount of the allocated hiring bonus will depend upon the number of full-time teachers hired by September 1 and the positions they are hired into. Teachers hired into hard to fill positions (Secondary Math, Secondary Science, Special Education, or providers of Speech Language, Occupational Therapy, or Physical Therapy services) are to receive a hiring bonus double that of teachers hired to non-hard to fill positions. The allocated hiring bonuses will be paid over two years, with 50% paid on September 30 of the first year and 50% paid on September 30 of the second year if the teacher is still employed by the District. All recipients of the hiring bonus must complete all requirements of the DCSD Teacher Induction Program (Level-1 & Level-2). Failure to complete the requirements of the induction

program, or leaving the District at any point during the school year will require a prorated repayment of the hiring bonus. One-year only teachers are not eligible for a hiring bonus. Returning teachers to the District must have a 24-month break-in-service from DCSD to be eligible.

Licensed personnel who notify the District of their intention to retire at the end of the current school year will receive a payment of $400, which will be paid retroactively on April 1st of each school year. The $400 payments will be available on a first come, first served basis until the designated maximum allocation of up to $10,000 has been exhausted. These employees would be required to sign a form designated by the District, submit a resignation letter effective at the end of the contract, and agree that their resignation would be irrevocable. The District will annually establish the deadline by which the early notification must be submitted. The $400 Early Notification of Retirement payment will be PERS eligible.

17-3 Licensed school psychologists will be compensated an additional 10% above their designated step and column placement on the licensed salary schedule.

IN WITNESS WHEREOF, the parties have hereunto set their hands this date 6/25/26 (~~December 18, 2025~~).

Douglas County School District
Board of Trustees

Yvonne Wagstaff, President

Clerk

Douglas County
Professional Education Association (DCPEA)

Christine Ensign, Chief Negotiator DCPEA

Jeannie Dwyer, Executive Director of Human Resources

Douglas County School District
Certified Salary Schedule
2025-2026
3.25% PERS Increase Paid By DCSD

Years	B	C	D	E	F	G
	BA	BA + 16	BA + 32	BA + 48 MA +0	BA + 64 MA+16	BA + 80 MA +32
0	$53,300	$55,500	$57,700	$59,900	$62,100	$64,300
1	$53,300	$55,500	$57,700	$59,900	$62,100	$64,300
2	$53,300	$55,500	$57,700	$59,900	$62,100	$64,300
3	$54,300	$56,750	$59,050	$61,325	$63,550	$65,775
4	$55,300	$58,000	$60,400	$62,750	$65,000	$67,250
5	$56,300	$59,250	$61,750	$64,175	$66,450	$68,725
6	$57,300	$60,500	$63,100	$65,600	$67,900	$70,200
7	$58,300	$61,750	$64,450	$67,025	$69,350	$71,675
8	$58,300	$63,000	$65,800	$68,450	$70,800	$73,150
9	$58,300	$64,250	$67,150	$69,875	$72,250	$74,625
10	$58,300	$65,500	$68,500	$71,300	$73,700	$76,100
11	$58,300	$66,750	$69,850	$72,725	$75,150	$77,575
12	$58,300	$66,750	$71,200	$74,150	$76,600	$79,050
13	$58,300	$66,750	$71,200	$75,575	$78,050	$80,525
14	$58,300	$66,750	$71,200	$77,000	$79,500	$82,000
15	$58,300	$66,750	$71,200	$77,000	$80,950	$83,475
16	$58,300	$66,750	$71,200	$77,000	$80,950	$84,950
17	$58,300	$66,750	$71,200	$77,000	$80,950	$86,425
18	$58,300	$66,750	$71,200	$77,000	$80,950	$86,425
19	$58,300	$66,750	$71,200	$77,000	$80,950	$86,425
20	$60,545	$69,588	$73,624	$79,138	$83,125	$87,900
21	$60,545	$69,588	$73,624	$79,138	$83,125	$87,900
22	$60,545	$69,588	$73,624	$79,138	$83,125	$87,900
23	$60,545	$69,588	$73,624	$79,138	$83,125	$87,900
24	$60,545	$69,588	$73,624	$79,138	$83,125	$87,900
25	$60,545	$69,588	$73,624	$81,275	$85,300	$90,075

Reflects a restructure to steps as follows: $1000 for Column B steps 3 through 7; $1250 Column C steps 3 through 11; $1350 Column D steps 3 through 12; $1425 Column E steps 3 through 14; $1450 Column F steps 3 through 15; $1475 Column G steps 3 through 17. Column increase of $2200 after Column B.
Step 20 increase of 1.5 times regular step increase for Columns E & F. Step 20 regular step increase at row 20 for Column G.
Step 25 increase of 1.5 regular step increase for Columns E & F. Step 25 increase of $2175 for Column G. Beginning 23-24 School Year.
Out-of-state teaching personnel entering the Douglas County School District will be allowed credit for outside teaching experience in public schools to a maximum of twenty (20) years and that experience must have occurred within the last twenty-five (25) years. In-state personnel entering the District will be allowed credit for in-state teaching experience pursuant to NRS statutes.
The District pays 36.75% of an employee's salary to the Public Employees Retirement System (PERS) for retirement benefits. NRS 286.421(3) requires that the District and employee share equally the cost of any increase in contribution rates to PERS.
All units indicated are semester units. Quarter hour units are equivalent to two-thirds (2/3) of a semester unit. Only upper division and graduate level units will be accepted for advancement on the salary schedule.
Teachers whose assignment extends beyond the base work year of 185 days and who provide service similar to those provided in the base year shall be compensated at a daily rate of 1/185 of their contract amount for the base work year times the number of extended days worked. The number of extended days worked shall be determined by the District. Those teachers working extended days shall be required to work a regular work day of seven (7) hours and thirty (30) minutes, including a duty-free lunch period of not less than thirty (30) minutes.
Teachers whose assignment extends beyond the base work day of seven (7) hours and who provide services similar to those provided in the base work day shall be compensated at an hourly rate equal to 1/7 of their daily rate for any additional time for which they are contracted. An honorarium in the amount of $1000 will be added each year to the salary of any teacher who has earned either a Ph.D. or an Ed.D. The honorarium will be awarded in the contract year following conferral.

25-27 Douglas County School District Salary Attachment

Years	B + 4.2% SB500	C + 4.2% SB500	D + 4.2% SB500	E + 4.2% SB500	F + 4.2% SB500	G + 4.2% SB500
0	$55,539	$57,831	$60,123	$62,416	$64,708	$67,001
1	$55,539	$57,831	$60,123	$62,416	$64,708	$67,001
2	$55,539	$57,831	$60,123	$62,416	$64,708	$67,001
3	$56,581	$59,134	$61,530	$63,901	$66,219	$68,538
4	$57,623	$60,436	$62,937	$65,386	$67,730	$70,075
5	$58,665	$61,739	$64,344	$66,870	$69,241	$71,611
6	$59,707	$63,041	$65,750	$68,355	$70,752	$73,148
7	$60,749	$64,344	$67,157	$69,840	$72,263	$74,685
8	$60,749	$65,646	$68,564	$71,325	$73,774	$76,222
9	$60,749	$66,949	$69,970	$72,810	$75,285	$77,759
10	$60,749	$68,251	$71,377	$74,295	$76,795	$79,296
11	$60,749	$69,554	$72,784	$75,779	$78,306	$80,833
12	$60,749	$69,554	$74,190	$77,264	$79,817	$82,370
13	$60,749	$69,554	$74,190	$78,749	$81,328	$83,907
14	$60,749	$69,554	$74,190	$80,234	$82,839	$85,444
15	$60,749	$69,554	$74,190	$80,234	$84,350	$86,981
16	$60,749	$69,554	$74,190	$80,234	$84,350	$88,518
17	$60,749	$69,554	$74,190	$80,234	$84,350	$90,055
18	$60,749	$69,554	$74,190	$80,234	$84,350	$90,055
19	$60,749	$69,554	$74,190	$80,234	$84,350	$90,055
20	$63,088	$72,511	$76,716	$82,462	$86,616	$91,592
21	$63,088	$72,511	$76,716	$82,462	$86,616	$91,592
22	$63,088	$72,511	$76,716	$82,462	$86,616	$91,592
23	$63,088	$72,511	$76,716	$82,462	$86,616	$91,592
24	$63,088	$72,511	$76,716	$82,462	$86,616	$91,592
25	$63,088	$72,511	$76,716	$84,689	$88,883	$93,858

This Salary Attachment is for the 2025-2027 biennium, DCSD will receive funding as made available through Senate Bill 500 of the 2025 Legislative Session. Any awarded funds will be applied to salary and benefits, as permitted by law. Any increase in salary and benefits will only be for the 25-27 biennium term and will sunset effective July 1, 2027, unless extended by the Nevada Legislature.

Funds will be reported separately on employee contracts and paychecks as clarification for all employees. Funds will be applied, upon receipt, consistent with a successful subgrant award.

Douglas County School District
Certified Salary Schedule
2026-2027
(180 days)

Years	B BA	C BA + 16	D BA + 32	E BA + 48 MA +0	F BA + 64 MA+16	G BA + 80 MA +32
0	$51,859	$54,000	$56,141	$58,281	$60,422	$62,562
1	$51,859	$54,000	$56,141	$58,281	$60,422	$62,562
2	$51,859	$54,000	$56,141	$58,281	$60,422	$62,562
3	$52,832	$55,216	$57,454	$59,668	$61,832	$63,997
4	$53,805	$56,432	$58,768	$61,054	$63,243	$65,432
5	$54,778	$57,649	$60,081	$62,441	$64,654	$66,868
6	$55,751	$58,865	$61,395	$63,827	$66,065	$68,303
7	$56,724	$60,081	$62,708	$65,214	$67,476	$69,738
8	$56,724	$61,297	$64,022	$66,600	$68,886	$71,173
9	$56,724	$62,514	$65,335	$67,986	$70,297	$72,608
10	$56,724	$63,730	$66,649	$69,373	$71,708	$74,043
11	$56,724	$64,946	$67,962	$70,759	$73,119	$75,478
12	$56,724	$64,946	$69,276	$72,146	$74,530	$76,914
13	$56,724	$64,946	$69,276	$73,532	$75,941	$78,349
14	$56,724	$64,946	$69,276	$74,919	$77,351	$79,784
15	$56,724	$64,946	$69,276	$74,919	$78,762	$81,219
16	$56,724	$64,946	$69,276	$74,919	$78,762	$82,654
17	$56,724	$64,946	$69,276	$74,919	$78,762	$84,089
18	$56,724	$64,946	$69,276	$74,919	$78,762	$84,089
19	$56,724	$64,946	$69,276	$74,919	$78,762	$84,089
20	$58,909	$67,707	$71,634	$76,999	$80,878	$85,524
21	$58,909	$67,707	$71,634	$76,999	$80,878	$85,524
22	$58,909	$67,707	$71,634	$76,999	$80,878	$85,524
23	$58,909	$67,707	$71,634	$76,999	$80,878	$85,524
24	$58,909	$67,707	$71,634	$76,999	$80,878	$85,524
25	$58,909	$67,707	$71,634	$79,078	$82,995	$87,641

Reflects a restructure to steps as follows: $1000 for Column B steps 3 through 7; $1250 Column C steps 3 through 11; $1350 Column D steps 3 through 12; $1425 Column E steps 3 through 14; $1450 Column F steps 3 through 15; $1475 Column G steps 3 through 17. Column increase of $2200 after Column B.
Step 20 increase of 1.5 times regular step increase for Columns E & F. Step 20 regular step increase at row 20 for Column G.
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The District pays 36.75% of an employee's salary to the Public Employees Retirement System (PERS) for retirement benefits. NRS 286.421(3) requires that the District and employee share equally the cost of any increase in contribution rates to PERS.
All units indicated are semester units. Quarter hour units are equivalent to two-thirds (2/3) of a semester unit. Only upper division and graduate level units will be accepted for advancement on the salary schedule.
Teachers whose assignment extends beyond the base work year of 185 days and who provide service similar to those provided in the base year shall be compensated at a daily rate of 1/185 of their contract amount for the base work year times the number of extended days worked. The number of extended days worked shall be determined by the District. Those teachers working extended days shall be required to work a regular work day of seven (7) hours and thirty (30) minutes, including a duty-free lunch period of not less than thirty (30) minutes.
Teachers whose assignment extends beyond the base work day of seven (7) hours and who provide services similar to those provided in the base work day shall be compensated at an hourly rate equal to 1/7 of their daily rate for any additional time for which they are contracted. An honorarium in the amount of $1000 will be added each year to the salary of any teacher who has earned either a Ph.D. or an Ed.D. The honorarium will be awarded in the contract year following conferral.

Note: SB 500 funding will be fully dispersed as an equal percentage salary increase paid to all qualified employees.

EXHIBIT B

DOUGLAS COUNTY SCHOOL DISTRICT

EXTRA-CURRICULAR SALARY SCHEDULE

2025-2026

Base Salary = $53,300

I. High School Extra-Curricular Salary Schedule

Douglas High School - Athletics

Stipend Position		Step A	Total	Step B	Total
Athletic Director		12.0%	$6,396	12.5%	$6,663
Baseball	Head Varsity	7.5%	$3,998	8.0%	$4,264
Baseball	Head JV	5.0%	$2,665	5.5%	$2,932
Baseball	Assistant Varsity	5.5%	$2,932	6.0%	$3,198
Baseball	Assistant JV	4.0%	$2,132	4.5%	$2,399
Basketball - Boys	Head Varsity	10.0%	$5,330	10.5%	$5,597
Basketball - Boys	Assistant Varsity	7.5%	$3,998	8.0%	$4,264
Basketball - Boys	Head JV	6.5%	$3,465	7.0%	$3,731
Basketball - Boys	Head Frosh	5.5%	$2,932	6.0%	$3,198
Basketball - Girls	Head Varsity	10.0%	$5,330	10.5%	$5,597
Basketball - Girls	Assistant Varsity	7.5%	$3,998	8.0%	$4,264
Basketball - Girls	Head JV	6.5%	$3,465	7.0%	$3,731
Basketball - Girls	Head Frosh	5.5%	$2,932	6.0%	$3,198
Cheerleaders	Head Varsity	5.5%	$2,932	6.0%	$3,198
Cheerleaders	Head JV	5.5%	$2,932	6.0%	$3,198
Cross Country - Boys	Head Coach	5.5%	$2,932	6.0%	$3,198
Cross Country - Girls	Head Coach	5.5%	$2,932	6.0%	$3,198
Drill Team - Danceline	Advisor	4.5%	$2,399	5.0%	$2,665
Football	Head Varsity	10.0%	$5,330	10.5%	$5,597
Football	Assistant Varsity	7.5%	$3,998	8.0%	$4,264
Football	Assistant Varsity	7.5%	$3,998	8.0%	$4,264
Football	Assistant Varsity	7.5%	$3,998	8.0%	$4,264
Football	Head JV	7.0%	$3,731	7.5%	$3,998
Football	Assistant JV	6.5%	$3,465	7.0%	$3,731
Football	Head Frosh	7.0%	$3,731	7.5%	$3,998
Football	Assistant Frosh	5.0%	$2,665	5.5%	$2,932
Golf - Boys	Head Coach	4.5%	$2,399	5.0%	$2,665
Golf - Girls	Head Coach	4.5%	$2,399	5.0%	$2,665
Soccer - Boys	Head Varsity	7.5%	$3,998	8.0%	$4,264
Soccer - Boys	Head JV	5.0%	$2,665	5.5%	$2,932
Soccer - Girls	Head Varsity	7.5%	$3,998	8.0%	$4,264
Soccer - Girls	Head JV	5.0%	$2,665	5.5%	$2,932
Skiing	Head Coach	4.5%	$2,399	5.0%	$2,665
Skiing	Assistant Coach	4.0%	$2,132	4.5%	$2,399
Softball	Head Varsity	7.5%	$3,998	8.0%	$4,264
Softball	Assistant Varsity	5.5%	$2,932	6.0%	$3,198
Softball	Head JV	5.0%	$2,665	5.5%	$2,932
Softball	Assistant JV	4.0%	$2,132	4.5%	$2,399
Swimming	Head Coach	5.5%	$2,932	6.0%	$3,198
Swimming	Assistant Coach	4.0%	$2,132	4.5%	$2,399
Tennis - Boys	Head Coach	4.5%	$2,399	5.0%	$2,665
Tennis - Girls	Head Coach	4.5%	$2,399	5.0%	$2,665

Douglas High School - Athletics

Stipend Position		Step A	Total	Step B	Total
Track - Boys	Head Coach	7.5%	$3,998	8.0%	$4,264
Track - Boys	Assistant Varsity	5.5%	$2,932	6.0%	$3,198
Track - Girls	Head Coach	7.5%	$3,998	8.0%	$4,264
Track - Girls	Assistant Varsity	5.5%	$2,932	6.0%	$3,198
Volleyball	Head Varsity	7.5%	$3,998	8.0%	$4,264
Volleyball	Assistant Varsity	5.5%	$2,932	6.0%	$3,198
Volleyball	Head JV	5.0%	$2,665	5.5%	$2,932
Volleyball	Head Frosh	5.0%	$2,665	5.5%	$2,932
Wrestling	Head Varsity	7.5%	$3,998	8.0%	$4,264
Wrestling	Head JV	5.5%	$2,932	6.0%	$3,198

George Whittell High School - Athletics

Stipend Position		Step A	Total	Step B	Total
Athletic Director		12.0%	$6,396	12.5%	$6,663
Baseball	Head Varsity	7.5%	$3,998	8.0%	$4,264
Baseball	Assistant Varsity	5.5%	$2,932	6.0%	$3,198
Basketball - Boys	Head Varsity	10.0%	$5,330	10.5%	$5,597
Basketball - Boys	Head JV	6.5%	$3,465	7.0%	$3,731
Basketball - Girls	Head Varsity	10.0%	$5,330	10.5%	$5,597
Basketball - Girls	Head JV	6.5%	$3,465	7.0%	$3,731
Cheerleaders	Head Varsity	5.5%	$2,932	6.0%	$3,198
Cross Country - Boys	Head Coach	5.5%	$2,932	6.0%	$3,198
Cross Country - Girls	Head Coach	5.5%	$2,932	6.0%	$3,198
Football	Head Varsity	10.0%	$5,330	10.5%	$5,597
Football	Assistant Varsity	7.5%	$3,998	8.0%	$4,264
Football	Assistant Varsity	7.5%	$3,998	8.0%	$4,264
Golf - Boys	Head Coach	4.5%	$2,399	5.0%	$2,665
Golf - Girls	Head Coach	4.5%	$2,399	5.0%	$2,665
Soccer - Boys	Head Varsity	7.5%	$3,998	8.0%	$4,264
Soccer - Girls	Head Varsity	7.5%	$3,998	8.0%	$4,264
Skiing	Head Coach	4.5%	$2,399	5.0%	$2,665
Skiing	Assistant Coach	4.0%	$2,132	4.5%	$2,399
Softball	Head Varsity	7.5%	$3,998	8.0%	$4,264
Softball	Assistant Varsity	5.5%	$2,932	6.0%	$3,198
Track	Head Coach	7.5%	$3,998	8.0%	$4,264
Track	Assistant Coach	5.5%	$2,932	6.0%	$3,198
Volleyball	Head Varsity	7.5%	$3,998	8.0%	$4,264
Volleyball	Head JV	5.0%	$2,665	5.5%	$2,932

Douglas High School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Academic Olympics	Advisor	4.5%	$2,399	5.0%	$2,665
Activities	Director	7.5%	$3,998	8.0%	$4,264
Department Chair	CTE	5.5%	$2,932	6.0%	$3,198
Department Chair	English	5.5%	$2,932	6.0%	$3,198
Department Chair	Fine Arts	5.5%	$2,932	6.0%	$3,198
Department Chair	World Language	5.5%	$2,932	6.0%	$3,198
Department Chair	Math	5.5%	$2,932	6.0%	$3,198
Department Chair	Physical Education	5.5%	$2,932	6.0%	$3,198
Department Chair	Science	5.5%	$2,932	6.0%	$3,198
Department Chair	Social Studies	5.5%	$2,932	6.0%	$3,198

Department Chair	Special Education	5.5%	$2,932	6.0%	$3,198

Douglas High School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Drama	Advisor (per play)	2.5%	$1,333	3.0%	$1,599
Farm	Supervisor (Summer)	9.5%	$5,064	10.0%	$5,330
General Stipend #1	Advisor	4.5%	$2,399	5.0%	$2,665
General Stipend #2	Advisor	4.5%	$2,399	5.0%	$2,665
General Stipend #3	Advisor	4.5%	$2,399	5.0%	$2,665
General Stipend #4	Advisor	4.5%	$2,399	5.0%	$2,665
General Stipend #5	Advisor	4.5%	$2,399	5.0%	$2,665
Music	Band Advisor	6.0%	$3,198	6.5%	$3,465
Music	Choral Advisor	5.5%	$2,932	6.0%	$3,198
Music	Flag Team Advisor	4.5%	$2,399	5.0%	$2,665
Music	Generic Stipend - Music	3.0%	$1,599	3.5%	$1,866
National Honor Society	Advisor	4.5%	$2,399	5.0%	$2,665
Senior Scholarships	Coordinator	4.5%	$2,399	5.0%	$2,665
Skills USA	Advisor	4.5%	$2,399	5.0%	$2,665
Speech & Debate	Head Coach	7.5%	$3,998	8.0%	$4,264
Yearbook	Advisor	6.5%	$3,465	7.0%	$3,731

George Whittell High School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Academic Olympics	Advisor	4.5%	$2,399	5.0%	$2,665
Activities	Director	7.5%	$3,998	8.0%	$4,264
Drama	Advisor (per play)	2.5%	$1,333	3.0%	$1,599
General Stipend #1	Advisor	4.5%	$2,399	5.0%	$2,665
General Stipend #2	Advisor	4.5%	$2,399	5.0%	$2,665
General Stipend #3	Advisor	4.5%	$2,399	5.0%	$2,665
Music	Band Advisor	6.0%	$3,198	6.5%	$3,465
Music	Choral Advisor	5.5%	$2,932	6.0%	$3,198
National Honor Society	Advisor	4.5%	$2,399	5.0%	$2,665
Senior Scholarships	Coordinator	4.5%	$2,399	5.0%	$2,665
Yearbook	Advisor	6.5%	$3,465	7.0%	$3,731

ASPIRE Academy High School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
General Stipend #1	Advisor	4.5%	$2,399	5.0%	$2,665
General Stipend #2	Director	4.5%	$2,399	5.0%	$2,665

II. Middle School Extra-Curricular Salary Schedule

Carson Valley Middle School - Athletics

Stipend Position		Step A	Total	Step B	Total
Basketball - Boys	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Basketball - Boys	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Basketball - Girls	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Basketball - Girls	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Volleyball	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Volleyball	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Cross Country	Head Coach	4.5%	$2,399	5.0%	$2,665
Track	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Track	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Wrestling *	Head Coach	4.5%	$2,399	5.0%	$2,665
Generic (Running)	Assistant Coach - 6th - 8th	4.0%	$2,132	4.5%	$2,399

Pau-Wa-Lu Middle School - Athletics

Stipend Position		Step A	Total	Step B	Total
Basketball - Boys	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Basketball - Boys	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Basketball - Girls	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Basketball - Boys	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Volleyball	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Volleyball	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Cross Country	Head Coach	4.5%	$2,399	5.0%	$2,665
Track	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Track	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Wrestling	Head Coach	4.5%	$2,399	5.0%	$2,665
Generic (Running)	Assistant Coach - 6th - 8th	4.0%	$2,132	4.5%	$2,399

George Whittell Middle School - Athletics

Stipend Position		Step A	Total	Step B	Total
Basketball - Boys	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Basketball - Boys	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Basketball - Girls	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Basketball - Girls	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Volleyball	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Volleyball	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Cross Country	Head Coach	4.5%	$2,399	5.0%	$2,665
Track	Head Coach - 7th	4.5%	$2,399	5.0%	$2,665
Track	Head Coach - 8th	4.5%	$2,399	5.0%	$2,665
Wrestling	Head Coach	4.5%	$2,399	5.0%	$2,665
Generic (Running)	Assistant Coach - 6th - 8th	4.0%	$2,132	4.5%	$2,399

Carson Valley Middle School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Music	Band Advisor	5.0%	$2,665	5.50%	$2,932
Music	Choral Advisor	4.5%	$2,399	5.00%	$2,665
Academic Olympics	Advisor	4.5%	$2,399	5.00%	$2,665
Computer Club	Advisor	4.5%	$2,399	5.00%	$2,665
Intramural #1	Advisor	4.5%	$2,399	5.00%	$2,665
Intramural #2	Advisor	4.5%	$2,399	5.00%	$2,665
Intramural #3	Advisor	4.5%	$2,399	5.00%	$2,665
Intramural #4 (0.5)	Advisor	2.25%	$1,199	2.75%	$1,466

Pau-Wa-Lu Middle School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Music	Band Advisor	5.0%	$2,665	5.5%	$2,932
Music	Choral Advisor	4.5%	$2,399	5.0%	$2,665
Academic Olympics	Advisor	4.5%	$2,399	5.0%	$2,665
Computer Club	Advisor	4.5%	$2,399	5.0%	$2,665
Intramural #1	Advisor	4.5%	$2,399	5.0%	$2,665
Intramural #2	Advisor	4.5%	$2,399	5.0%	$2,665
Intramural #3	Advisor	4.5%	$2,399	5.0%	$2,665
Intramural #4 (0.5)	Advisor	2.25%	$942	2.75%	$1,466

George Whittell Middle School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Academic Olympics	Advisor	4.5%	$2,399	5.0%	$2,665
Computer Club	Advisor	4.5%	$2,399	5.0%	$2,665
Intramural #1	Advisor	4.5%	$2,399	5.0%	$2,665
Intramural #2	Advisor	4.5%	$2,399	5.0%	$2,665

George Whittell Middle School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Intramural #3	Advisor	4.5%	$2,399	5.0%	$2,665
Intramural #4 (0.5)	Advisor	2.25%	$1,199	2.75%	$1,466

SALARY: The percent shown for the various activities represents the amount of salary paid for said service. The amount of salary is calculated by multiplying the percent shown times the teacher's base salary (Column A: B.A. +0).

EXPERIENCE INCREMENT: Step A = Zero (0) years of experience through three (3) years of experience. Step B = After three (3) years of experience or more. (Note: Experience must be in the Douglas County School District and in the same level of responsibility.)

DOUBLE SERVICE: If a person assumes the responsibility to take both girls and boys teams in the same season and the same sport, he or she would not receive a double stipend but would receive a salary at 1-1/2 the normal rate for said activity. The Executive Director of Human Resources reserves the right to allocate full stipends depending on the needs of the school and unique circumstances and responsibilities of the athletic activity.

VACANCIES: Vacancies for compensatory extracurricular positions that cannot be filled within the school will be posted in the Administrative Services Offices and faculty rooms of the District schools ten (10) days prior to filling the vacancy except as noted in the emergency provision. Should an emergency exist, however, wherein a delay in hiring personnel for a vacancy is adjudged by the district as detrimental to children, the District may waive the ten (10) school days prior notification of the vacancy.

NON-CONTRACT TIME: Stipends will only be paid for hours outside contract time. 1.5% of a stipend allocation is equal to fifteen (15) hours of non-contract time (i.e. a 4.5% stipend would require forty-five (45) hours of non-contract time). Stipends will be paid in quarter, half or full increments based on verified hours. The Executive Director of Human Resources reserves the right to request documentation of student participation and other artifacts (e.g. Meeting Flyers/Announcements) related to a stipend activity.

SUB-COMMITTEE: A stipend sub-committee, of equal representation between the Association and District, will meet to ensure all athletics and student activity monies distributed to school sites for athletics and student activities are used for such purposes.

During the 25-26 school year, a committee will convene by February 13, 2026 to review stipend usage. After review, the sub-committee will recommend a process for the reallocation of funds. The committee will also recommend addition or removal of stipend positions.

III. Elementary School Extra-Curricular Salary Schedule

B.A. +0 Base Rate = $53,300

School	% of B.A. +0 Base Rate	Amount
C.C. Meneley Elementary School	17.00%	$9,061
Gardnerville Elementary School	17.00%	$9,061
Jacks Valley Elementary School	17.00%	$9,061
Minden Elementary School	17.00%	$9,061
Piñon Hills Elementary School	17.00%	$9,061
Scarselli Elementary School	17.00%	$9,061
Zephyr Cove Elementary School	17.00%	$9,061

Each elementary school will be credited with the amount stated above, which is based on a percentage of the B.A. + 0 base salary, at the start of each school year to be used for stipends for sponsors of various approved extended day programs.

Stipends should be allotted in multiples of 1/20 of the total amount available for each recorded 8.5 hours of non-contract time required to sponsor the activity assigned. No activity, however, will be allotted more than four (4) multiples (4/20) regardless of the non-contract time spent.

Assignment of extra-curricular stipends is at the discretion of the site administrator provided the total cost of all activities does not exceed a particular school's fiscal allotment for stipends. Participation by a site stipend committee is encouraged.

At the conclusion of an approved stipend activity, the sponsor will account for the number of student contact hours spent, the average number of students participating, and the dates, along with a description of any meetings, activities, or events which took place. Stipends will only be paid for hours outside contract time that is documented. Stipends will not be paid until Human Resources receives a completed Stipend Tracking Form. The Executive Director of Human Resources reserves the right to request documentation of student participation and other artifacts (e.g. Meeting Flyers/Announcements) related to the stipend activity.

If any sponsor of an approved activity is assigned daily release time during their contract day, the hours spent during contract time cannot be used towards the 8.5 hours of non-contract time required to sponsor the activity.

IV. Licensed Special Rates Schedule

Licensed Professional Educators will be paid at their hourly rate for the following types of work:

- Curriculum Development (Requires approval from Education Services)
- Teachers of: Summer School, ESY, Reading Camp, Adult Education, Home Placement, and Homebound

In-Service Training (Daily - 15 hours)	$695.45
In-Service Training (Hourly)	$41.16
Teacher Supervising During Lunch Period (30-Minutes)	$20.58

Effective: 7-1-2025

EXHIBIT B

DOUGLAS COUNTY SCHOOL DISTRICT

EXTRA-CURRICULAR SALARY SCHEDULE

2026-2027

Base Salary = $51,859

I. High School Extra-Curricular Salary Schedule

Douglas High School - Athletics

Stipend Position		Step A	Total	Step B	Total
Athletic Director		12.0%	$6,223	12.5%	$6,482
Baseball	Head Varsity	7.5%	$3,889	8.0%	$4,149
Baseball	Head JV	5.0%	$2,593	5.5%	$2,852
Baseball	Assistant Varsity	5.5%	$2,852	6.0%	$3,112
Baseball	Assistant JV	4.0%	$2,074	4.5%	$2,334
Basketball - Boys	Head Varsity	10.0%	$5,186	10.5%	$5,445
Basketball - Boys	Assistant Varsity	7.5%	$3,889	8.0%	$4,149
Basketball - Boys	Head JV	6.5%	$3,371	7.0%	$3,630
Basketball - Boys	Head Frosh	5.5%	$2,852	6.0%	$3,112
Basketball - Girls	Head Varsity	10.0%	$5,186	10.5%	$5,445
Basketball - Girls	Assistant Varsity	7.5%	$3,889	8.0%	$4,149
Basketball - Girls	Head JV	6.5%	$3,371	7.0%	$3,630
Basketball - Girls	Head Frosh	5.5%	$2,852	6.0%	$3,112
Cheerleaders	Head Varsity	5.5%	$2,852	6.0%	$3,112
Cheerleaders	Head JV	5.5%	$2,852	6.0%	$3,112
Cross Country - Boys	Head Coach	5.5%	$2,852	6.0%	$3,112
Cross Country - Girls	Head Coach	5.5%	$2,852	6.0%	$3,112
Drill Team - Danceline	Advisor	4.5%	$2,334	5.0%	$2,593
Football	Head Varsity	10.0%	$5,186	10.5%	$5,445
Football	Assistant Varsity	7.5%	$3,889	8.0%	$4,149
Football	Assistant Varsity	7.5%	$3,889	8.0%	$4,149
Football	Assistant Varsity	7.5%	$3,889	8.0%	$4,149
Football	Head JV	7.0%	$3,630	7.5%	$3,889
Football	Assistant JV	6.5%	$3,371	7.0%	$3,630
Football	Head Frosh	7.0%	$3,630	7.5%	$3,889
Football	Assistant Frosh	5.0%	$2,593	5.5%	$2,852
Golf - Boys	Head Coach	4.5%	$2,334	5.0%	$2,593
Golf - Girls	Head Coach	4.5%	$2,334	5.0%	$2,593
Soccer - Boys	Head Varsity	7.5%	$3,889	8.0%	$4,149
Soccer - Boys	Head JV	5.0%	$2,593	5.5%	$2,852
Soccer - Girls	Head Varsity	7.5%	$3,889	8.0%	$4,149
Soccer - Girls	Head JV	5.0%	$2,593	5.5%	$2,852
Skiing	Head Coach	4.5%	$2,334	5.0%	$2,593
Skiing	Assistant Coach	4.0%	$2,074	4.5%	$2,334
Softball	Head Varsity	7.5%	$3,889	8.0%	$4,149
Softball	Assistant Varsity	5.5%	$2,852	6.0%	$3,112
Softball	Head JV	5.0%	$2,593	5.5%	$2,852
Softball	Assistant JV	4.0%	$2,074	4.5%	$2,334
Swimming	Head Coach	5.5%	$2,852	6.0%	$3,112
Swimming	Assistant Coach	4.0%	$2,074	4.5%	$2,334

Tennis - Boys	Head Coach	4.5%	$2,334	5.0%	$2,593
Tennis - Girls	Head Coach	4.5%	$2,334	5.0%	$2,593

Douglas High School - Athletics

Stipend Position		Step A	Total	Step B	Total
Track - Boys	Head Coach	7.5%	$3,889	8.0%	$4,149
Track - Boys	Assistant Varsity	5.5%	$2,852	6.0%	$3,112
Track - Girls	Head Coach	7.5%	$3,889	8.0%	$4,149
Track - Girls	Assistant Varsity	5.5%	$2,852	6.0%	$3,112
Volleyball	Head Varsity	7.5%	$3,889	8.0%	$4,149
Volleyball	Assistant Varsity	5.5%	$2,852	6.0%	$3,112
Volleyball	Head JV	5.0%	$2,593	5.5%	$2,852
Volleyball	Head Frosh	5.0%	$2,593	5.5%	$2,852
Wrestling	Head Varsity	7.5%	$3,889	8.0%	$4,149
Wrestling	Head JV	5.5%	$2,852	6.0%	$3,112

George Whittell High School - Athletics

Stipend Position		Step A	Total	Step B	Total
Athletic Director		12.0%	$6,223	12.5%	$6,482
Baseball	Head Varsity	7.5%	$3,889	8.0%	$4,149
Baseball	Assistant Varsity	5.5%	$2,852	6.0%	$3,112
Basketball - Boys	Head Varsity	10.0%	$5,186	10.5%	$5,445
Basketball - Boys	Head JV	6.5%	$3,371	7.0%	$3,630
Basketball - Girls	Head Varsity	10.0%	$5,186	10.5%	$5,445
Basketball - Girls	Head JV	6.5%	$3,371	7.0%	$3,630
Cheerleaders	Head Varsity	5.5%	$2,852	6.0%	$3,112
Cross Country - Boys	Head Coach	5.5%	$2,852	6.0%	$3,112
Cross Country - Girls	Head Coach	5.5%	$2,852	6.0%	$3,112
Football	Head Varsity	10.0%	$5,186	10.5%	$5,445
Football	Assistant Varsity	7.5%	$3,889	8.0%	$4,149
Football	Assistant Varsity	7.5%	$3,889	8.0%	$4,149
Golf - Boys	Head Coach	4.5%	$2,334	5.0%	$2,593
Golf - Girls	Head Coach	4.5%	$2,334	5.0%	$2,593
Soccer - Boys	Head Varsity	7.5%	$3,889	8.0%	$4,149
Soccer - Girls	Head Varsity	7.5%	$3,889	8.0%	$4,149
Skiing	Head Coach	4.5%	$2,334	5.0%	$2,593
Skiing	Assistant Coach	4.0%	$2,074	4.5%	$2,334
Softball	Head Varsity	7.5%	$3,889	8.0%	$4,149
Softball	Assistant Varsity	5.5%	$2,852	6.0%	$3,112
Track	Head Coach	7.5%	$3,889	8.0%	$4,149
Track	Assistant Coach	5.5%	$2,852	6.0%	$3,112
Volleyball	Head Varsity	7.5%	$3,889	8.0%	$4,149
Volleyball	Head JV	5.0%	$2,593	5.5%	$2,852

Douglas High School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Academic Olympics	Advisor	4.5%	$2,334	5.0%	$2,593
Activities	Director	7.5%	$3,889	8.0%	$4,149
Department Chair	CTE	5.5%	$2,852	6.0%	$3,112
Department Chair	English	5.5%	$2,852	6.0%	$3,112
Department Chair	Fine Arts	5.5%	$2,852	6.0%	$3,112
Department Chair	World Language	5.5%	$2,852	6.0%	$3,112
Department Chair	Math	5.5%	$2,852	6.0%	$3,112
Department Chair	Physical Education	5.5%	$2,852	6.0%	$3,112

Department Chair	Science	5.5%	$2,852	6.0%	$3,112
Department Chair	Social Studies	5.5%	$2,852	6.0%	$3,112
Department Chair	Special Education	5.5%	$2,852	6.0%	$3,112

Douglas High School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Drama	Advisor (per play)	2.5%	$1,296	3.0%	$1,556
Farm	Supervisor (Summer)	9.5%	$4,927	10.0%	$5,186
General Stipend #1	Advisor	4.5%	$2,334	5.0%	$2,593
General Stipend #2	Advisor	4.5%	$2,334	5.0%	$2,593
General Stipend #3	Advisor	4.5%	$2,334	5.0%	$2,593
General Stipend #4	Advisor	4.5%	$2,334	5.0%	$2,593
General Stipend #5	Advisor	4.5%	$2,334	5.0%	$2,593
Music	Band Advisor	6.0%	$3,112	6.5%	$3,371
Music	Choral Advisor	5.5%	$2,852	6.0%	$3,112
Music	Flag Team Advisor	4.5%	$2,334	5.0%	$2,593
Music	Generic Stipend - Music	3.0%	$1,556	3.5%	$1,815
National Honor Society	Advisor	4.5%	$2,334	5.0%	$2,593
Senior Scholarships	Coordinator	4.5%	$2,334	5.0%	$2,593
Skills USA	Advisor	4.5%	$2,334	5.0%	$2,593
Speech & Debate	Head Coach	7.5%	$3,889	8.0%	$4,149
Yearbook	Advisor	6.5%	$3,371	7.0%	$3,630

George Whittell High School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Academic Olympics	Advisor	4.5%	$2,334	5.0%	$2,593
Activities	Director	7.5%	$3,889	8.0%	$4,149
Drama	Advisor (per play)	2.5%	$1,296	3.0%	$1,556
General Stipend #1	Advisor	4.5%	$2,334	5.0%	$2,593
General Stipend #2	Advisor	4.5%	$2,334	5.0%	$2,593
General Stipend #3	Advisor	4.5%	$2,334	5.0%	$2,593
Music	Band Advisor	6.0%	$3,112	6.5%	$3,371
Music	Choral Advisor	5.5%	$2,852	6.0%	$3,112
National Honor Society	Advisor	4.5%	$2,334	5.0%	$2,593
Senior Scholarships	Coordinator	4.5%	$2,334	5.0%	$2,593
Yearbook	Advisor	6.5%	$3,371	7.0%	$3,630

ASPIRE Academy High School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
General Stipend #1	Advisor	4.5%	$2,334	5.0%	$2,593
General Stipend #2	Director	4.5%	$2,334	5.0%	$2,593

II. Middle School Extra-Curricular Salary Schedule

Carson Valley Middle School - Athletics

Stipend Position		Step A	Total	Step B	Total
Basketball - Boys	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Basketball - Boys	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593
Basketball - Girls	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Basketball - Girls	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593
Volleyball	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Volleyball	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593
Cross Country	Head Coach	4.5%	$2,334	5.0%	$2,593
Track	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Track	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593

Wrestling *	Head Coach	4.5%	$2,334	5.0%	$2,593
Generic (Running)	Assistant Coach - 6th - 8th	4.0%	$2,074	4.5%	$2,334

* Wrestling is Combined CVMS/PWLMS Program

Pau-Wa-Lu Middle School - Athletics

Stipend Position		Step A	Total	Step B	Total
Basketball - Boys	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Basketball - Boys	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593
Basketball - Girls	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Basketball - Boys	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593
Volleyball	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Volleyball	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593
Cross Country	Head Coach	4.5%	$2,334	5.0%	$2,593
Track	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Track	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593
Generic (Running)	Assistant Coach - 6th - 8th	4.0%	$2,074	4.5%	$2,334

George Whittell Middle School - Athletics

Stipend Position		Step A	Total	Step B	Total
Basketball - Boys	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Basketball - Boys	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593
Basketball - Girls	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Basketball - Girls	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593
Volleyball	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Volleyball	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593
Cross Country	Head Coach	4.5%	$2,334	5.0%	$2,593
Track	Head Coach - 7th	4.5%	$2,334	5.0%	$2,593
Track	Head Coach - 8th	4.5%	$2,334	5.0%	$2,593

Carson Valley Middle School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Music	Band Advisor	5.0%	$2,593	5.50%	$2,852
Music	Choral Advisor	4.5%	$2,334	5.00%	$2,593
Academic Olympics	Advisor	4.5%	$2,334	5.00%	$2,593
Computer Club	Advisor	4.5%	$2,334	5.00%	$2,593
Intramural #1	Advisor	4.5%	$2,334	5.00%	$2,593
Intramural #2	Advisor	4.5%	$2,334	5.00%	$2,593
Intramural #3	Advisor	4.5%	$2,334	5.00%	$2,593
Intramural #4 (0.5)	Advisor	2.25%	$1,167	2.75%	$1,426

Pau-Wa-Lu Middle School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Music	Band Advisor	5.0%	$2,593	5.5%	$2,852
Music	Choral Advisor	4.5%	$2,334	5.0%	$2,593
Academic Olympics	Advisor	4.5%	$2,334	5.0%	$2,593
Computer Club	Advisor	4.5%	$2,334	5.0%	$2,593
Intramural #1	Advisor	4.5%	$2,334	5.0%	$2,593
Intramural #2	Advisor	4.5%	$2,334	5.0%	$2,593
Intramural #3	Advisor	4.5%	$2,334	5.0%	$2,593
Intramural #4 (0.5)	Advisor	2.25%	$942	2.75%	$1,426

George Whittell Middle School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total

Academic Olympics	Advisor	4.5%	$2,334	5.0%	$2,593
Computer Club	Advisor	4.5%	$2,334	5.0%	$2,593
Intramural #1	Advisor	4.5%	$2,334	5.0%	$2,593
Intramural #2	Advisor	4.5%	$2,334	5.0%	$2,593

George Whittell Middle School - Co-Curricular

Stipend Position		Step A	Total	Step B	Total
Intramural #3	Advisor	4.5%	$2,334	5.0%	$2,593
Intramural #4 (0.5)	Advisor	2.25%	$1,167	2.75%	$1,426

SALARY: The percent shown for the various activities represents the amount of salary paid for said service. The amount of salary is calculated by multiplying the percent shown times the teacher's base salary (Column A: B.A. +0).

EXPERIENCE INCREMENT: Step A = Zero (0) years of experience through three (3) years of experience. Step B = After three (3) years of experience or more. (Note: Experience must be in the Douglas County School District and in the same level of responsibility.)

DOUBLE SERVICE: If a person assumes the responsibility to take both girls and boys teams in the same season and the same sport, he or she would not receive a double stipend but would receive a salary at 1-1/2 the normal rate for said activity. The Executive Director of Human Resources reserves the right to allocate full stipends depending on the needs of the school and unique circumstances and responsibilities of the athletic activity.

VACANCIES: Vacancies for compensatory extracurricular positions that cannot be filled within the school will be posted in the Administrative Services Offices and faculty rooms of the District schools ten (10) days prior to filling the vacancy except as noted in the emergency provision. Should an emergency exist, however, wherein a delay in hiring personnel for a vacancy is adjudged by the district as detrimental to children, the District may waive the ten (10) school days prior notification of the vacancy.

NON-CONTRACT TIME: Stipends will only be paid for hours outside contract time. 1.5% of a stipend allocation is equal to fifteen (15) hours of non-contract time (i.e. a 4.5% stipend would require forty-five (45) hours of non-contract time). Stipends will be paid in quarter, half or full increments based on verified hours. The Executive Director of Human Resources reserves the right to request documentation of student participation and other artifacts (e.g. Meeting Flyers/Announcements) related to a stipend activity.

SUB-COMMITTEE: A sub-committee comprised of equal representation between the Association and District will meet at least once annually to review extra-curricular stipend allocations.

III. Elementary School Extra-Curricular Salary Schedule

B.A. +0 Base Rate = $51,859

School	% of B.A. +0 Base Rate	Amount
Gardnerville Elementary School	17.00%	$8,816
Jacks Valley Elementary School	17.00%	$8,816
Minden Elementary School	17.00%	$8,816
Piñon Hills Elementary School	17.00%	$8,816
Scarselli Elementary School	17.00%	$8,816
Zephyr Cove Elementary School	17.00%	$8,816

Each elementary school will be credited with the amount stated above, which is based on a percentage of the B.A. + 0 base salary, at the start of each school year to be used for stipends for sponsors of various approved extended day programs.

Stipends should be allotted in multiples of 1/20 of the total amount available for each recorded 8.5 hours of non-contract time required to sponsor the activity assigned. No activity, however, will be allotted more than four (4) multiples (4/20) regardless of the non-contract time spent.

Assignment of extra-curricular stipends is at the discretion of the site administrator provided the total cost of all activities does not exceed a particular school's fiscal allotment for stipends. Participation by a site stipend committee is encouraged.

At the conclusion of an approved stipend activity, the sponsor will account for the number of student contact hours spent, the average number of students participating, and the dates, along with a description of any meetings, activities, or events which took place. Stipends will only be paid for hours outside contract time that is documented. Stipends will not be paid until Human Resources receives a completed Stipend Tracking Form. The Executive Director of Human Resources reserves the right to request documentation of student participation and other artifacts (e.g. Meeting Flyers/Announcements) related to the stipend activity.

If any sponsor of an approved activity is assigned daily release time during their contract day, the hours spent during contract time cannot be used towards the 8.5 hours of non-contract time required to sponsor the activity.

IV. Licensed Special Rates Schedule

Licensed Professional Educators will be paid at the hourly rate of $38.64 (based upon the base rate for a beginning teacher) per hour for the following types of work:

- Curriculum Development (Requires approval from Education Services)
- Teachers of: Summer School, ESY, Reading Camp, Adult Education, Home Placement, and Homebound

In-Service Training (Daily - 15 hours)	$695.45
In-Service Training (Hourly)	$38.64
Teacher Supervising During Lunch Period (30-Minutes)	$20.58

Effective: 7-1-2026