



**NYE COUNTY SCHOOL DISTRICT**  
**Board of Trustees**  
**Special Board Meeting Agenda**

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A Special Board Meeting of the Board of Trustees of Nye County School District will be held on Friday, June 28, 2024, beginning at 5:30 PM at the Southern District Office Boardroom, 484 S West Street, Pahrump, NV 89048.

The subjects to be discussed, considered, or acted upon are listed below. Items do not have to be taken in the order presented below, and the Board may combine two or more agenda items for consideration at any time. The Board may also remove any items on the agenda or delay discussion relating to any item listed at any time. Unless removed from the Consent Agenda, items identified within the Consent Agenda will be acted on at one time.

A quorum of the Board of Trustees may be present for this workshop. There are no action items to be considered. The subjects to be discussed are listed below.

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **WELCOME**
4. **ROLL CALL**
5. **ADOPTION OF AGENDA** (non-action item)
6. **GENERAL PUBLIC INPUT** for items LISTED on the agenda: At this time, the public is invited to address the Board on items listed on the agenda over which the Board has jurisdiction. Matters raised cannot be deliberated or acted upon until properly placed on a future agenda. If you wish to speak, please step up to the podium and state your name. A time limit of three minutes per person, or five minutes for the spokesperson for a group to avoid repetition will be imposed. Although this Board does not restrict comments based on viewpoint, comments will be prohibited if the content is irrelevant to the Board, repetitious, offensive, inflammatory, irrational, deemed a personal attack, or interferes with the rights of other speakers. Comments made during this time will be monitored by the Board President.
7. **FOR POSSIBLE ACTION** - Discussion and deliberation to comply with the Superintendent's contract recognizing the language from section XI of the Superintendent's contract: "... Superintendent shall receive an increase to his base salary equal to the percentage increases approved by the Board on September 21, 2023, for Non-Represented Administrative Employees of the District." 3
8. **GENERAL PUBLIC INPUT** for items NOT LISTED on the agenda: At this time, the public is invited to address the Board on items not listed on the agenda over which the Board has jurisdiction. Matters raised cannot be deliberated or acted upon until properly placed on

a future agenda. If you wish to speak, please step up to the podium and state your name. A time limit of three minutes per person or five minutes for the spokesperson for a group to avoid repetition will be imposed. Although this Board does not restrict comments based on viewpoint, comments will be prohibited if the content is irrelevant to the Board, repetitious, offensive, inflammatory, irrational, deemed a personal attack, or interferes with the rights of other speakers. Comments made during this time will be monitored by the Board President.

## 9. [ADJOURNMENT](#)

Nye County School District (NCSD) will empower students to learn at their highest level in an environment of mutual respect.

The NCSD Goals are as follows:

- ◆ Embrace a culture of learning for all
- ◆ Elevate achievement for all students
- ◆ Provide educational opportunities to support lifelong learning
- ◆ Promote ongoing family engagement in pursuit of our vision
- ◆ Increase graduation rate
- ◆ Foster a safe and respectful learning and working environment
- ◆ Adapt and Integrate technology to achieve our mission

The notice for this posting was posted on the NCSD Website (<https://www.nye.k12.nv.us>), Nevada's Notice Website (<https://notice.nv.gov/>), at the main physical location of the meeting, and has also been provided to all persons who have made a specific request of a copy of the Agenda by US Mail or electronic mail. A Public Binder will be available for viewing at the scheduled location at the time of the Meeting.

### *NYE COUNTY SCHOOL DISTRICT NOTICE OF NONDISCRIMINATION*

*Nye County School District (NCSD) does not discriminate on the basis of race, color, religion, national origin, ancestry, disability, age, marital status, sex, sexual orientation, gender identity or expression, or any other category protected by applicable state or federal law in its program and activity, including employment. In keeping with requirements of federal and state law, NCSD strives to remove any vestige of discrimination in accommodating the public at public meetings.*

*The Nye County School District is pleased to provide reasonable accommodations for the disabled. Members of the public who are physically disabled and require special accommodations or assistance to attend the meeting are requested to notify the Executive Assistant to the Superintendent and Board of Trustees in writing at 484 S West Street, Pahrump, NV 89048, email Iliana Garcia at [igarcia@nyeschools.org](mailto:igarcia@nyeschools.org), or call 775-727-7743, ext. 239 at least one week before the meeting.*

## Agenda of Regular Board Meeting

### The Board of Trustees Nye County School District

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A Regular Board Meeting of the Board of Trustees of Nye County School District will be held on Thursday, September 21, 2023, beginning at 5:30 PM at the Southern District Office Boardroom, 484 S. West Street, Pahrump, NV 89048.

Disabled members of the public who require reasonable accommodations in order to attend this Meeting are asked to notify District Administration at 775-727-7743, ext. 224, at least 24 hours prior to the Meeting. Questions regarding backup materials may be directed to Board Secretary Kelly Wood, 775-727-7743, ext. 224. A Public Binder will be available for viewing at the scheduled location at the time of the Meeting.

This Meeting will be streamed live online via the link <https://livestream.nyeschools.org/ViewStream.html> on the Nye County School District website. Click on the following link if you have difficulties with the live streaming: <https://www.nye.k12.nv.us/live-feed>.

Public comment may be accepted live via email for the duration of the Meeting and shared during the Public Input time designated on the Agenda. Public comment made by members of the public attending the meeting virtually must be emailed to [publiccomment@nyeschools.org](mailto:publiccomment@nyeschools.org) and must include:

1. The author's first and last name.
2. The author's phone number (phone number will not be read on the official record).
3. Date of the Meeting for which the comment is intended.

All Public Input rules and timelines listed on the Agenda still apply.

This Agenda has been posted on the NCSD Website (<https://www.nye.k12.nv.us>), Nevada's Notice Website (<https://notice.nv.gov/>), at the main physical location of the meeting, and has also been provided to all persons who have made a specific request of a copy of the Agenda by US Mail or electronic mail.

The subjects to be discussed, considered or acted upon are listed below. Items do not have to be taken in the order presented below and the Board may combine two or more agenda items for consideration at any time. The Board may also remove any items on the agenda or delay discussion relating to any item listed on the agenda at any time. Unless removed from the Consent Agenda, items identified within the Consent Agenda will be acted on at one time.

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **ROLL CALL**
4. **MISSION STATEMENT & GOALS**

**5. ADOPTION OF AGENDA, FOR POSSIBLE ACTION**

**6. RECOGNITIONS, INFORMATIONAL**

The Board may recognize individuals or groups who have excelled in academic or athletic pursuits, or who have contributed to NCS D in a significant manner.

**7. PUBLIC INPUT, INFORMATIONAL**

This time is set aside for the public to make comments on items within the authority of this Board. Matters raised cannot be deliberated or acted upon until properly placed on a future agenda. **Comments that are irrelevant, repetitious, slanderous, offensive, inflammatory, willfully disruptive or deemed personal attacks will not be permitted.** A Request to Speak form must be completed and submitted to the Board Secretary before the Public Input is open. A time limit of 3 minutes per person or 5 minutes for the spokesperson for a group will be imposed.

**8. CONSENT AGENDA, FOR POSSIBLE ACTION**

A. APPROVE, DISAPPROVE, AMEND, OR MODIFY THE SEPTEMBER 11, 2023 BOARD MEETING MINUTES

B. APPROVE, DISAPPROVE, AMEND, OR MODIFY THE SEPTEMBER 13, 2023 SPECIAL BOARD MEETING MINUTES

**9. REPORTS, INFORMATIONAL**

A. SCHOOL SPOTLIGHTS

None.

B. ADMINISTRATOR'S REPORT

C. SUPERINTENDENT'S REPORT

The Interim Superintendent may report on events that have occurred or are pending since the last Board meeting.

D. BOARD REPORTS

**10. DISCUSSION TO APPROVE/DISAPPROVE THE FRESH FRUITS AND VEGETABLES GRANT, FOR POSSIBLE ACTION**

Karen Holley, Coordinator of Federal and State Programs

**11. AWARD OF A BID FOR THE ROSEMARY CLARKE MIDDLE SCHOOL ROOF REPAIR PROJECT, FOR POSSIBLE ACTION**

Joe Schmidt, Director of Maintenance/Operations, Safety/Security

**12. DISCUSSION/APPROVAL OF THE NCS D WARRANTS, FOR POSSIBLE ACTION**

Recommended Action: That the Board approve the check registers.

**13. CLOSED SESSION PURSUANT TO NRS 288.220 FOR THE PURPOSE OF CONFERRING WITH MANAGEMENT REPRESENTATIVES REGARDING COLLECTIVE BARGAINING**

No action will be taken during Closed Session.

**14. RATIFICATION OF NEGOTIATED AGREEMENT BETWEEN NYE COUNTY SUPPORT STAFF ORGANIZATION (NCS SO), FOR POSSIBLE ACTION**

Chelle Wright, Interim Director of Human Resources

**15. DISCUSSION TO APPROVE, DISAPPROVE, AMEND OR MODIFY THE NYE COUNTY SCHOOL DISTRICT NON-REPRESENTED EMPLOYEES' SALARY SCHEDULES, FOR POSSIBLE ACTION**

Ray Ritchie, Chief Operating Officer

**16. DISCUSSION TO APPROVE, DISAPPROVE, AMEND, OR MODIFY A NEW PHYSICAL EDUCATION TEACHER POSITION FOR AMARGOSA VALLEY K-8 SCHOOL, FOR POSSIBLE ACTION**

Chelle Wright, Interim Director of Human Resources

**17. DISCUSSION TO APPROVE, DISAPPROVE, AMEND, OR MODIFY AN AMERICAN SIGN LANGUAGE (ASL) INTERPRETER LEVEL II, AND A CLARIFICATION OF LEVELS, FOR POSSIBLE ACTION**

Chelle Wright, Interim Director of Human Resources

**18. DISCUSSION AND SELECTION OF A SUPERINTENDENT, FOR POSSIBLE ACTION**

**19. APPOINTMENT OF COMMITTEES, FOR POSSIBLE ACTION**

**20. DISCUSSION REGARDING FUTURE BOARD MEETING TOPICS, INFORMATIONAL**

**21. DISCUSSION TO APPROVE, DISAPPROVE, AMEND, OR MODIFY THE DATE OR ATTENDANCE AREA OF FUTURE BOARD MEETINGS, FOR POSSIBLE ACTION**

The BOT may make any change of date, time or location that has become necessary.

**A. DETERMINATION IF THERE WILL BE A QUORUM AT THE NEXT BOT MEETING**

The next BOT meeting is Thursday, October 19, 2023, in Round Mountain, NV.

**22. PUBLIC INPUT, INFORMATIONAL**

This time is set aside for the public to make comments on items within the authority of this Board. Matters raised cannot be deliberated or acted upon until properly placed on a future agenda. **Comments that are irrelevant, repetitious, slanderous, offensive, inflammatory, willfully disruptive or deemed personal attacks will not be permitted.** A Request to Speak form must be completed and submitted to the Board Secretary before the Public Input is open. A time limit of 3 minutes per person or 5 minutes for the spokesperson for a group will be imposed.

**23. ADJOURNMENT, FOR POSSIBLE ACTION**



# NYE COUNTY SCHOOL DISTRICT

484 S WEST STREET • PAHRUMP, NEVADA 89048 • TELEPHONE (775) 727-7743 • FAX (775) 727-7768

## EXECUTIVE CABINET

Laura Weir - Interim Superintendent  
TBD - Associate Superintendent  
Ray Ritchie - Chief Operating Officer

## BOARD OF TRUSTEES

Bryan Wulfenstein - President  
Larry Small - Clerk  
Leslie Campos  
Chelsy Fischer  
Nathan Gent  
Robert White  
TBD

Corr:057:23

## MEMORANDUM

Date: September 12, 2023  
TO: Board of Trustees  
FROM: Raymond Ritchie, Chief Operating Officer  
SUBJECT: Request approval for 2023-2024 and 2024-2025 Non-represented Salary Schedules

Attached for your approval please find the 2023-2024 and 2024-2025 Non-represented Salary Schedules.

RR:es

**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

**ASSISTANT/ASSOCIATE SUPERINTENDENT**

Steps	I		II			
0	—97,548	<del>-109,254</del>	107,205	—99,906	<del>—111,894</del>	109,797
1	—99,769	<del>-111,742</del>	109,646	—102,180	<del>—114,442</del>	112,296
2	—102,723	<del>-115,050</del>	112,893	—105,206	<del>—117,831</del>	115,621
3	—105,585	<del>-118,255</del>	116,038	—108,137	<del>—121,114</del>	118,843
4	—108,642	<del>-121,679</del>	119,398	—111,268	<del>—124,621</del>	122,284
5	—111,597	<del>-124,989</del>	122,645	—114,296	<del>—128,011</del>	125,611
6	—114,557	<del>-128,304</del>	125,898	—117,328	<del>—131,407</del>	128,943
7	—117,517	<del>-131,619</del>	129,151	—120,360	<del>—134,803</del>	132,276
8	—120,466	<del>-134,922</del>	132,392	—123,380	<del>—138,186</del>	135,595
9	—123,428	<del>-138,239</del>	135,647	—126,414	<del>—141,584</del>	138,929
10	—126,388	<del>-141,554</del>	138,900	—129,446	<del>—144,979</del>	142,261
15	—129,348	<del>-144,870</del>	142,153	—132,478	<del>—148,375</del>	145,593
20	—132,314	<del>-148,192</del>	145,413	—135,516	<del>—151,778</del>	148,932
25	—135,275	<del>-151,508</del>	148,667	—138,548	<del>—155,174</del>	152,264

Column I Assistant Superintendent; 12 month

Column II Associate Superintendent; 12 month

Education Masters + 16 graduate semester hours = \$2,000  
 Masters + 32 graduate semester hours = \$2,500  
 Doctorate = \$3,000

The Nye County School District will recognize five (5) years outside Administrative experience beginning at step 0 or more at the Superintendent's discretion.

Employees who have attained the position of Step 25 on the above Salary Schedule prior to the 22/23-23/24 school year will be allowed an additional 2% over that particular base salary.

**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**CHIEF OPERATING OFFICER/**

**EXECUTIVE DIRECTOR OF HR**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7
	105,041	107,777	110,514	113,248	115,986	118,723	121,460	124,197
	<del>117,646</del>	<del>120,711</del>	<del>123,775</del>	<del>126,837</del>	<del>129,904</del>	<del>132,970</del>	<del>136,035</del>	<del>139,101</del>
	115,440	118,448	121,454	124,459	127,468	130,477	133,484	136,493

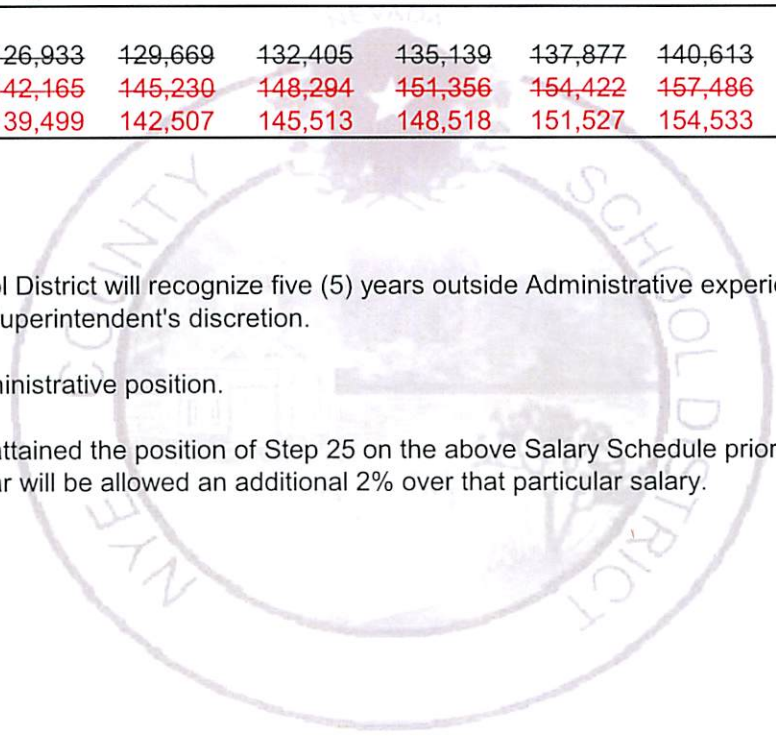
Steps	8	9	10	15	20	25
	126,933	129,669	132,405	135,139	137,877	140,613
	<del>142,165</del>	<del>145,230</del>	<del>148,294</del>	<del>151,356</del>	<del>154,422</del>	<del>157,486</del>
	139,499	142,507	145,513	148,518	151,527	154,533

12 Month

The Nye County School District will recognize five (5) years outside Administrative experience beginning at step 0 or more at the Superintendent's discretion.

This is a classified administrative position.

Employees who have attained the position of Step 25 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**DISTRICT SECRETARY**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	17.41	18.68	19.95	21.22	22.49	23.76	25.03	26.30	27.57	28.84	30.11	31.34
	19.50	20.92	22.34	23.77	25.19	26.64	28.03	29.46	30.88	32.30	33.72	35.07
	19.13	20.53	21.93	23.32	24.72	26.11	27.51	28.90	30.30	31.70	33.09	34.41

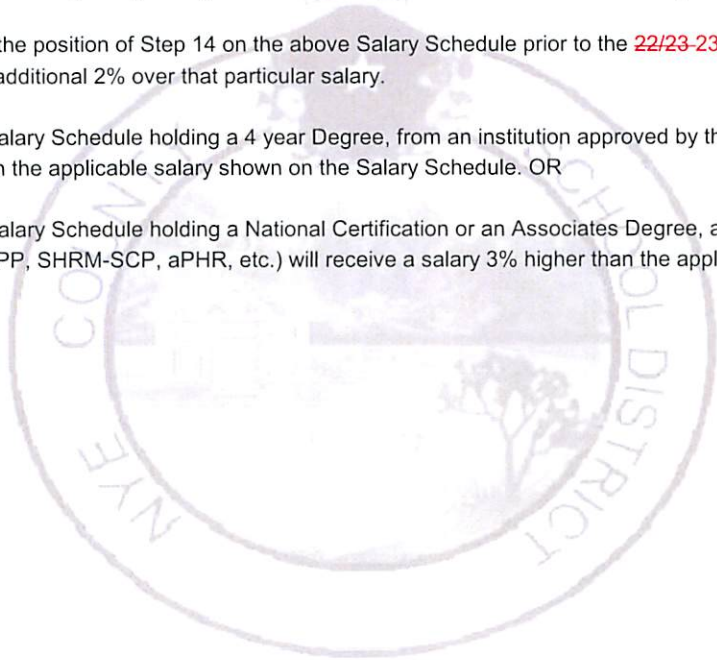
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 22/23-23/24 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**Payroll Tech/Benefits Tech/Accounts Payable/  
HR Generalist/Grant Site Manager**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	19.85	21.14	22.39	23.66	24.93	26.20	27.48	28.74	30.02	31.29	32.56	33.83
	22.23	23.64	25.08	26.50	27.92	29.34	30.78	32.19	33.62	35.04	36.47	37.89
	21.82	23.20	24.61	26.00	27.40	28.79	30.20	31.59	32.99	34.39	35.78	37.18

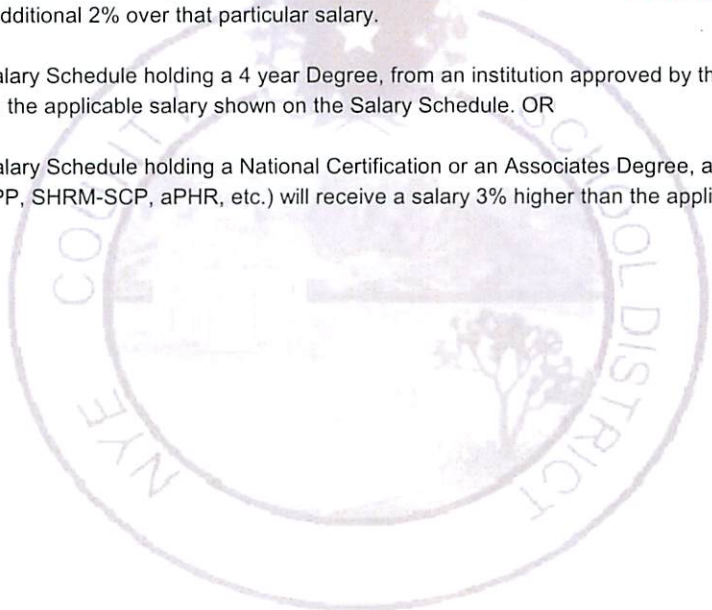
12 Month

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Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**EXECUTIVE SECRETARY/BOARD CLERK**

**EXECUTIVE ASSISTANT**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	21.38	22.65	23.92	25.19	26.46	27.73	29.01	30.27	31.55	32.82	34.09	35.36
	23.95	25.37	26.79	28.21	29.64	31.06	32.49	33.90	35.34	36.76	38.18	39.60
	23.50	24.89	26.29	27.68	29.08	30.48	31.88	33.27	34.67	36.07	37.46	38.86

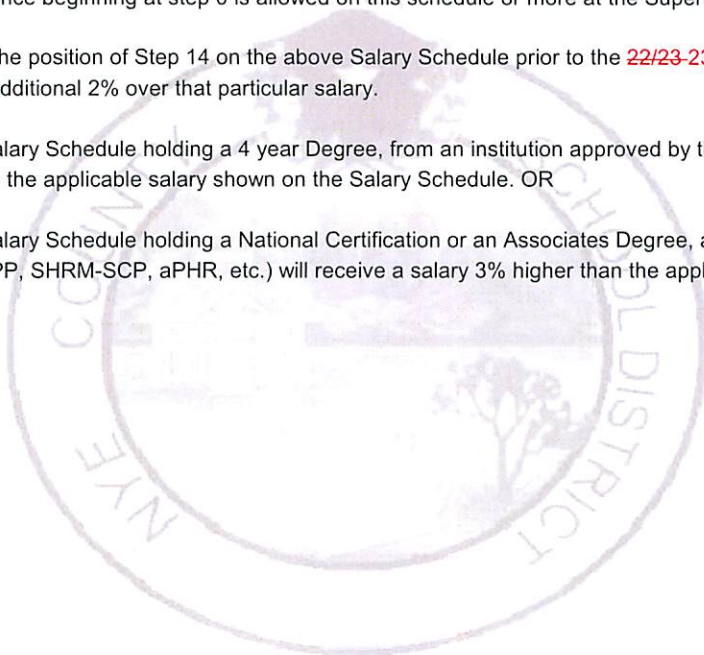
12 Month

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Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 22/23-23/24 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT -2023-2024**

**SENIOR PAYROLL TECHNICIAN/  
HUMAN RESOURCE GENERALIST SENIOR**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	23.32	24.58	25.86	27.13	28.40	29.67	30.94	32.21	33.49	34.75	36.03	37.30
	26.12	27.53	28.96	30.39	31.81	33.23	34.65	36.08	37.51	38.92	40.35	41.78
	25.63	27.01	28.42	29.82	31.21	32.61	34.00	35.40	36.81	38.19	39.60	40.99

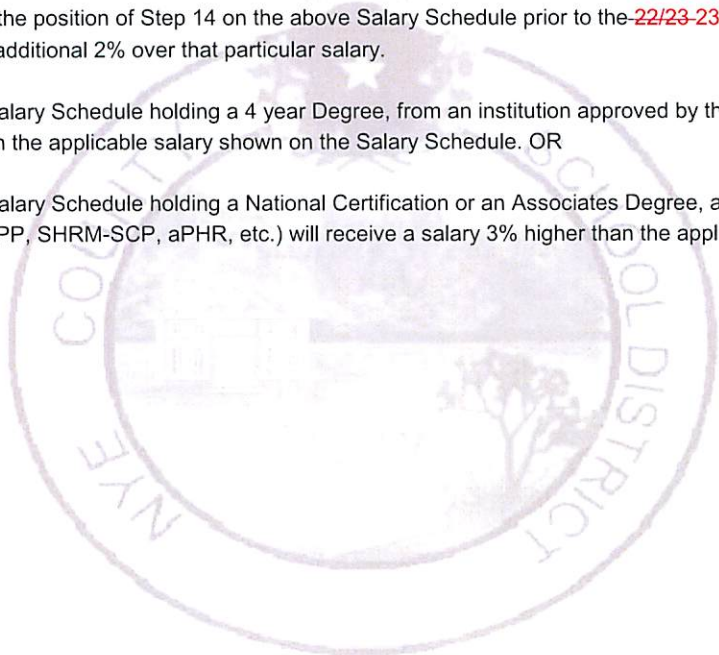
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the ~~22/23-23/24~~ school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**ACCOUNTANT**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
<b>PERS</b>	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

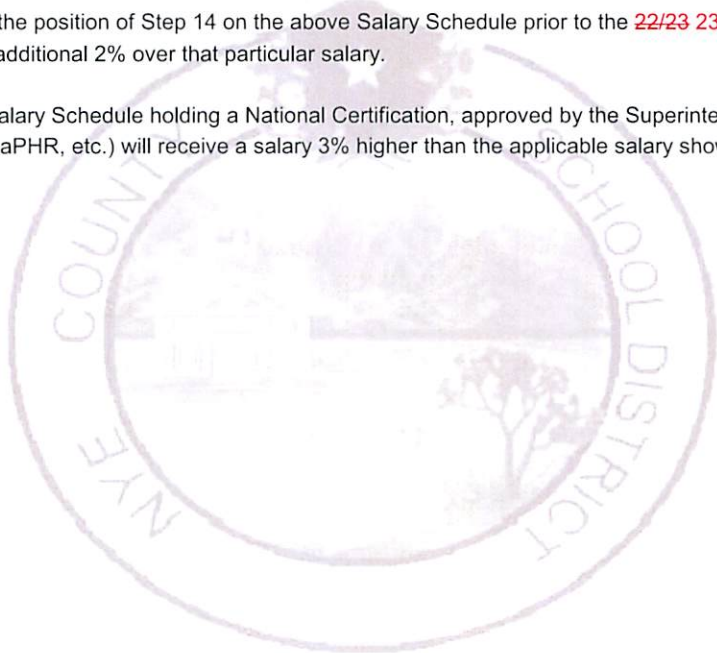
Steps	0	1	2	3	4	5	6	7	11	12	14	15
	27.76	29.04	30.31	31.58	32.85	34.13	35.39	36.67	37.94	39.21	40.48	41.76
	<del>31.09</del>	<del>32.52</del>	<del>33.95</del>	<del>35.37</del>	<del>36.79</del>	<del>38.23</del>	<del>39.64</del>	<del>41.07</del>	<del>42.49</del>	<del>43.92</del>	<del>45.34</del>	<del>46.77</del>
	30.51	31.91	33.31	34.71	36.10	37.51	38.89	40.30	41.70	43.09	44.49	45.89

12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a National Certification, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2022-2023**

**DISTRICT RECEPTIONIST**

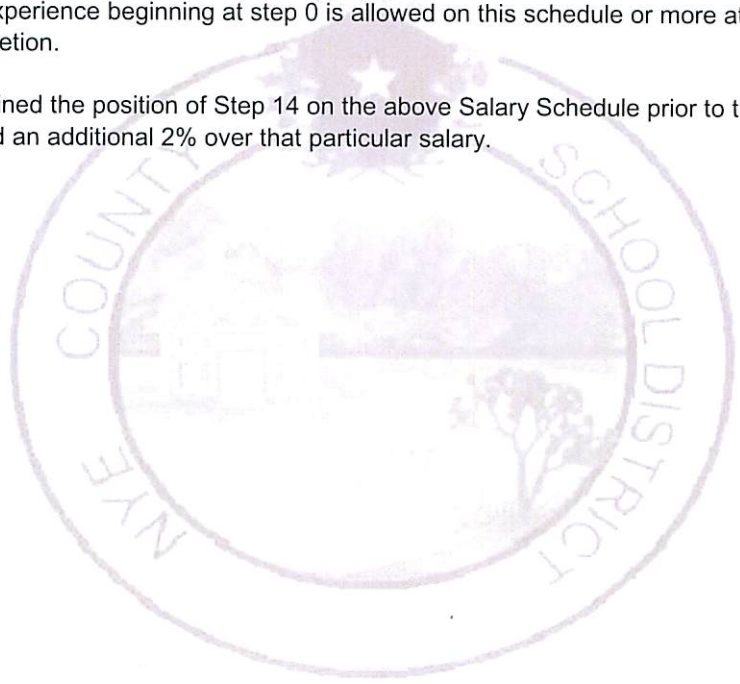
Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	15.30	15.70	16.13	16.57	17.01	17.47	18.35	18.44	18.94	19.46	19.98	20.41
	<del>17.14</del>	<del>17.58</del>	<del>18.07</del>	<del>18.56</del>	<del>19.05</del>	<del>19.57</del>	<del>20.55</del>	<del>20.65</del>	<del>21.21</del>	<del>21.80</del>	<del>22.38</del>	<del>22.86</del>
	16.81	17.25	17.73	18.21	18.69	19.20	20.17	20.27	20.82	21.39	21.96	22.43

12 Month

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**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

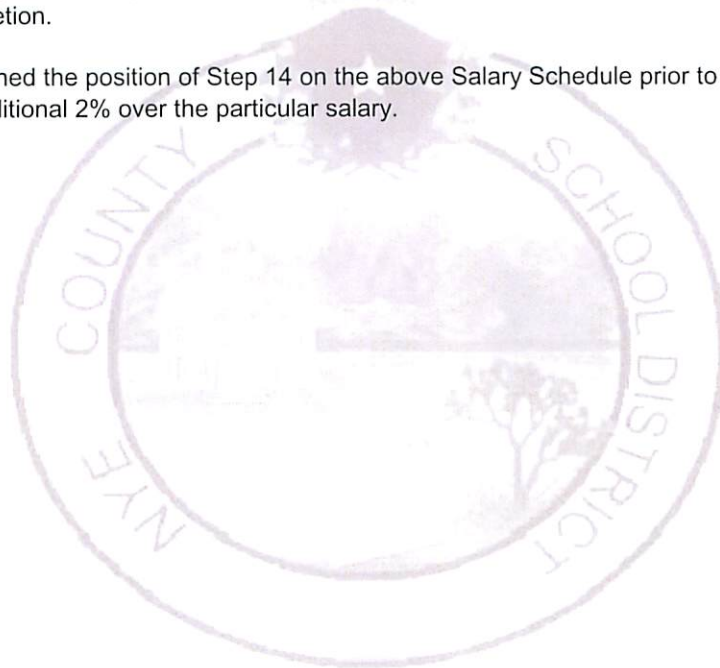
**DISTRICT CLERICAL AIDE/GRANT SITE REP**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15.00
	15.73	17.04	18.35	19.69	21.04	22.34	23.65	25.01	26.29	27.57	28.87	30.23
	17.62	19.08	20.55	22.05	23.56	25.02	26.49	28.01	29.44	30.88	32.33	33.86
	17.29	18.73	20.17	21.64	23.12	24.55	25.99	27.49	28.89	30.30	31.73	33.22

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**DIRECTOR - LICENSED / NON LICENSED**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
EXEMPT	

Steps	0	1	2	3	4	5	6	7	11	12	14
	88,537	91,153	93,761	96,378	98,994	101,604	104,215	106,831	109,444	112,056	114,670
	<del>99,162</del>	<del>102,091</del>	<del>105,012</del>	<del>107,944</del>	<del>110,870</del>	<del>113,797</del>	<del>116,721</del>	<del>119,650</del>	<del>-122,577</del>	<del>125,503</del>	<del>-128,430</del>
	97,302	100,177	103,043	105,919	108,791	111,663	114,532	117,407	120,279	123,150	126,022

12 Month

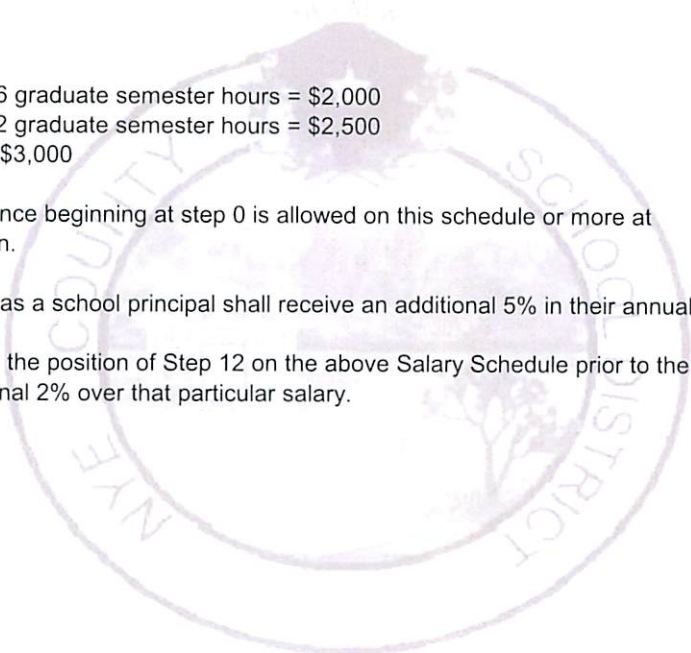
Education for

- Licensed person: Masters + 16 graduate semester hours = \$2,000
- Masters + 32 graduate semester hours = \$2,500
- Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

A director who is also serving as a school principal shall receive an additional 5% in their annual salary

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**COORDINATOR - LICENSED / NON-LICENSED**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	71,109	73,710	76,338	78,950	81,562	84,178	86,790	89,398	92,015	94,632	97,244
	<del>79,642</del>	<del>82,555</del>	<del>85,499</del>	<del>88,424</del>	<del>91,349</del>	<del>94,279</del>	<del>97,205</del>	<del>100,126</del>	<del>103,057</del>	<del>105,988</del>	<del>108,913</del>
	78,149	81,007	83,895	86,766	89,637	92,512	95,382	98,248	101,124	104,001	106,871

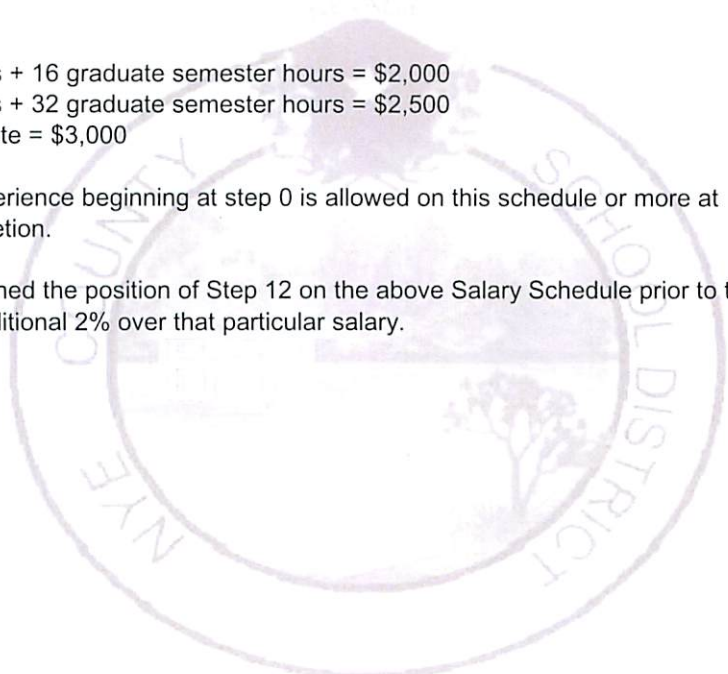
12 Month

Education for

- Licensed personnel Masters + 16 graduate semester hours = \$2,000
- Masters + 32 graduate semester hours = \$2,500
- Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**COORDINATOR - LICENSED / NON-LICENSED**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
<b>PERS</b>	
Reduction:	-1.875%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	60,250	62,451	64,674	66,885	69,094	71,306	73,518	75,723	77,938	80,153	82,363
	67,480	69,945	72,435	74,911	77,385	79,863	82,340	84,810	87,291	89,771	92,247
	66,215	68,634	71,077	73,507	75,934	78,365	80,796	83,220	85,654	88,088	90,517

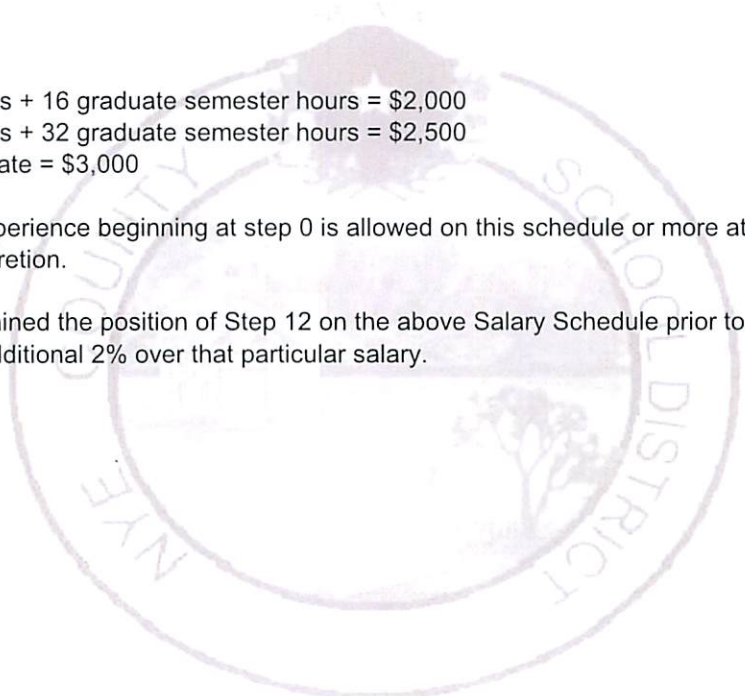
220 Days

Education for

- Licensed person: Masters + 16 graduate semester hours = \$2,000
- Masters + 32 graduate semester hours = \$2,500
- Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 22/23 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**SCHOOL SITE REGISTERED NURSE**

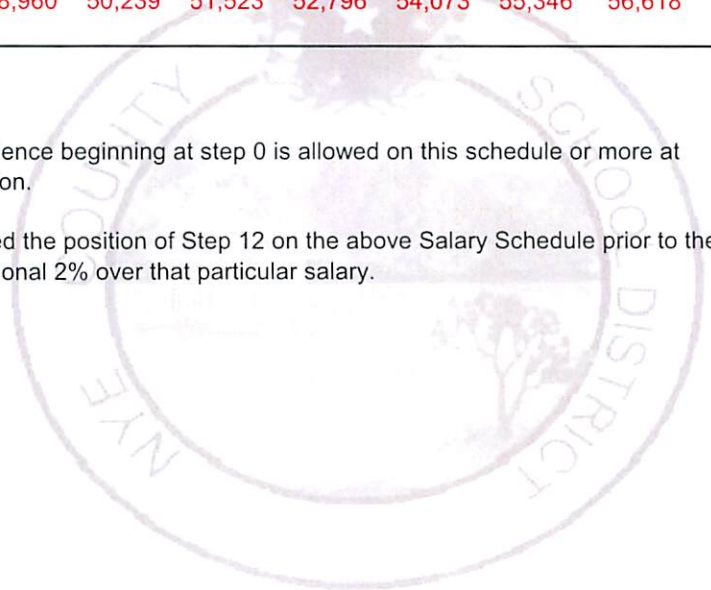
Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
<b>R.N.</b>	36,411	37,579	38,742	39,905	41,068	42,230	43,392	44,547	45,706	46,870	48,034
	40,780	42,088	43,394	44,694	45,996	47,298	48,599	49,893	51,191	52,494	53,798
	40,016	41,299	42,577	43,856	45,134	46,411	47,688	48,957	50,231	51,510	52,789
<b>R.N. w/ a BSN</b>	43,392	44,550	45,713	46,882	48,040	49,202	50,360	51,518	52,667	54,094	43,393
	48,599	49,896	51,199	52,508	53,805	55,106	56,403	57,700	58,987	60,582	48,600
	47,688	48,960	50,239	51,523	52,796	54,073	55,346	56,618	57,881	59,446	47,689

190 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 22/23 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**SCHOOL DISTRICT REGISTERED NURSE**

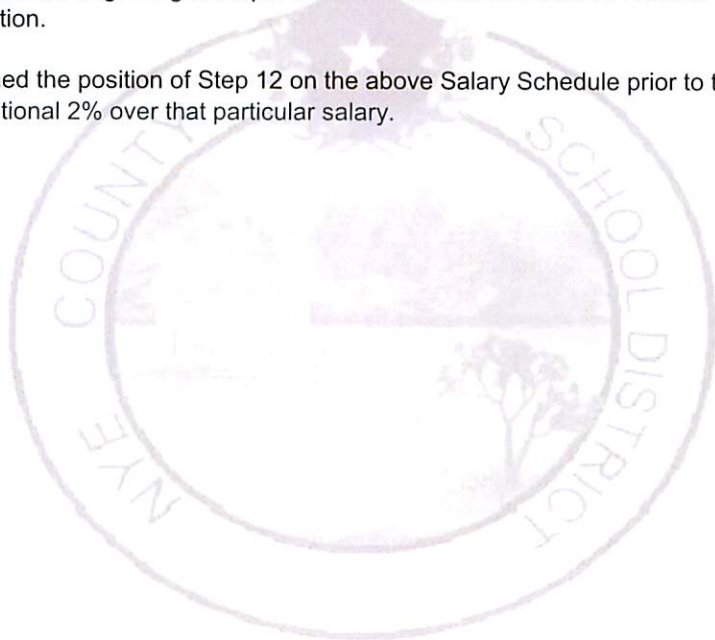
Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
EXEMPT	

Steps	0	1	2	3	4	5	6	7	11	12	14
	50,008	52,091	54,177	56,261	58,347	60,435	62,520	64,605	66,720	68,971	70,949
	56,009	58,342	60,678	63,012	65,349	67,687	70,022	72,358	74,726	77,248	79,463
	54,959	57,248	59,541	61,831	64,123	66,418	68,709	71,001	73,325	75,799	77,973

220 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

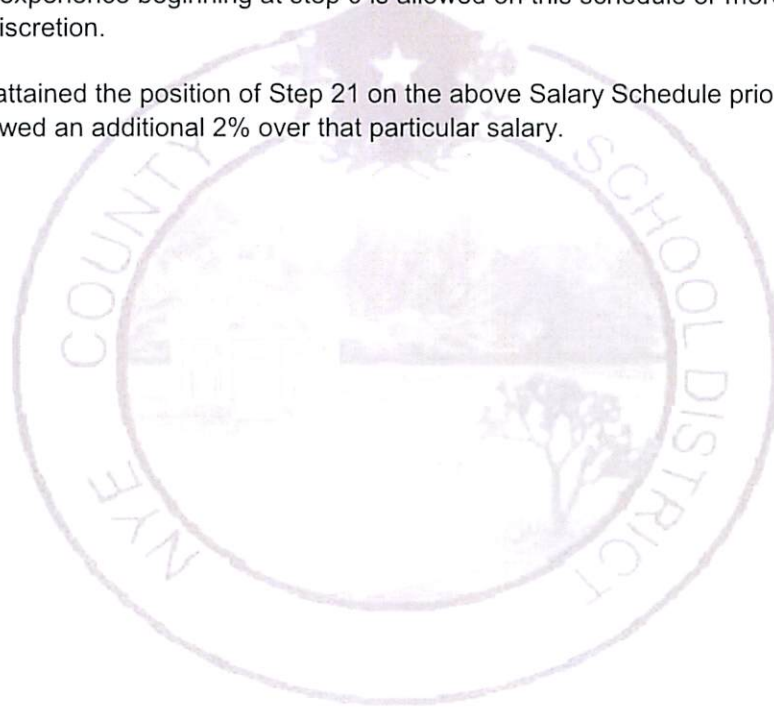
**PSYCHOLOGIST**

Steps	0	1	2	3	4	5	6	11	16	21
	63,819	67,522	71,223	74,925	78,625	82,330	86,034	89,732	93,432	97,136
	<del>71,477</del>	<del>75,625</del>	<del>79,770</del>	<del>83,916</del>	<del>88,060</del>	<del>92,210</del>	<del>96,355</del>	<del>100,500</del>	<del>104,644</del>	<del>108,792</del>
	70,137	74,207	78,274	82,343	86,409	90,481	94,548	98,615	102,682	106,752

192 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 21 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

**PHYSICAL THERAPIST**

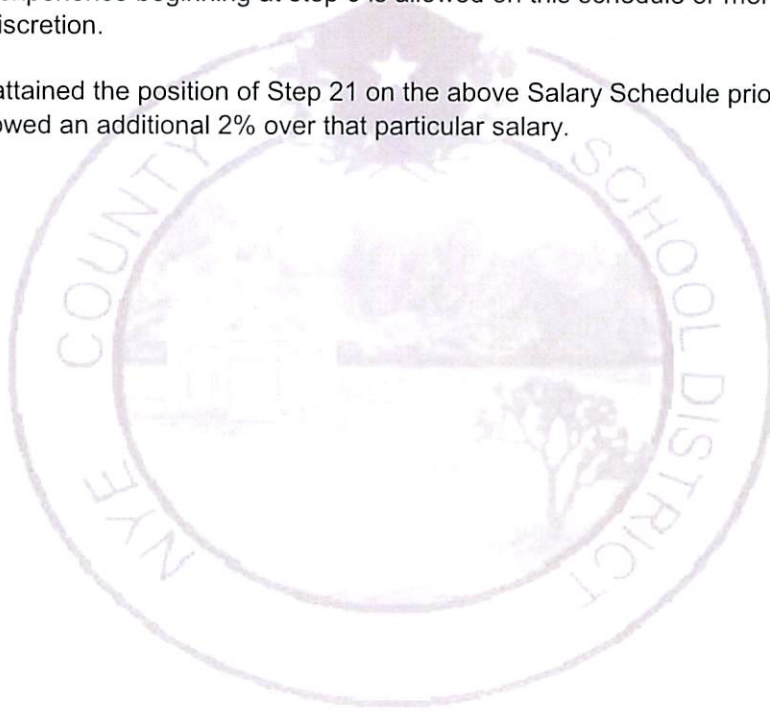
**OCCUPATIONAL THERAPIST**

Steps	0	1	2	3	4	5	6	11	16	21
	73,295	75,534	77,773	80,015	82,256	84,492	86,732	88,974	91,212	93,453
	82,090	84,598	87,106	89,617	92,127	94,634	97,140	99,654	102,157	104,667
	80,551	83,012	85,473	87,936	90,399	92,857	95,318	97,782	100,242	102,705

183 days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 21 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over that particular salary.



**PART TIME**

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**EXEMPT**

(1) Certified Substitute Teacher	120.00	<del>Per Day - 17.14 Per Hour</del>
	130.00	Per Day - 18.57 Per Hour
(1) Non-Licensed Substitute Teacher (only rural areas)	110.00	<del>Per Day - 15.71 Per Hour</del>
	120.00	Per Day - 17.14 Per Hour
(1)*Long term Substitute	135.00	<del>Per Day - 19.29 Per Hour</del>
	145.00	Per Day - 20.71 Per Hour

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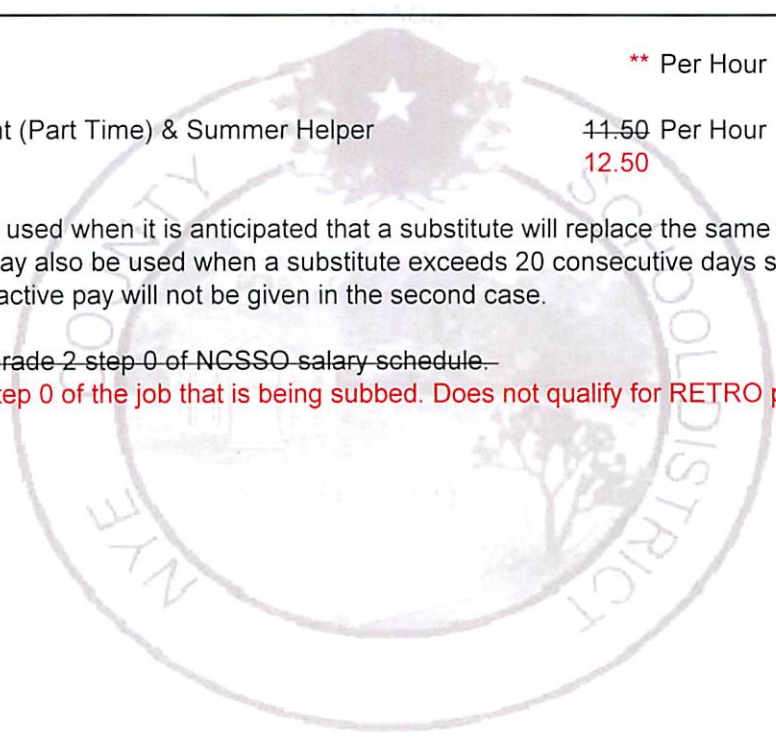
**NON-EXEMPT**

(2) Substitute	**	Per Hour
(2) High School Student (Part Time) & Summer Helper	41.50	Per Hour
	12.50	

\*This schedule may be used when it is anticipated that a substitute will replace the same teacher for over 20 consecutive days. It may also be used when a substitute exceeds 20 consecutive days substituting for the same teacher. Retro-active pay will not be given in the second case.

\*\* Amount will match Grade 2 step 0 of NCSSO salary schedule.

\*\* Amount will match step 0 of the job that is being subbed. Does not qualify for RETRO pay.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

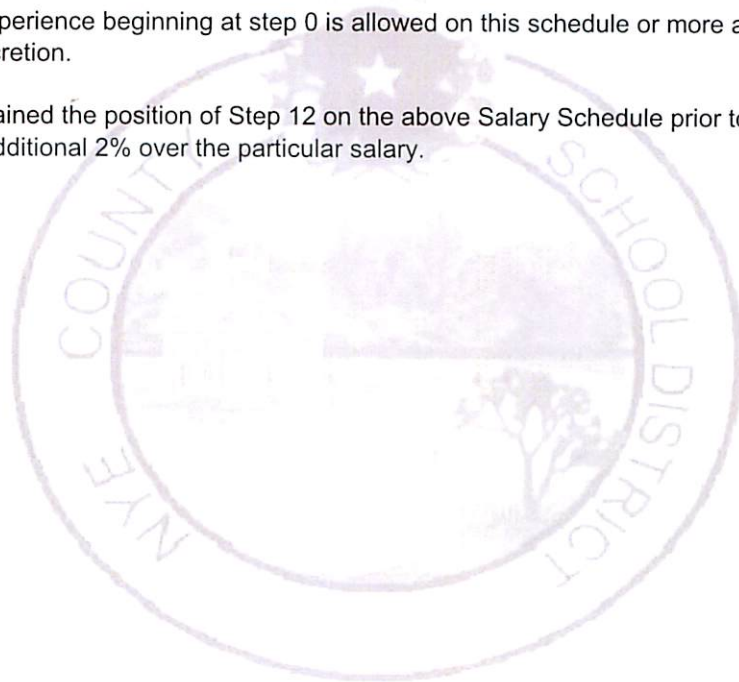
**FACILITY ENGINEER/SENIOR DATA ANALYST**

Steps	0	1	2	3	4	5	6	7	11	12	14
	64,263	66,230	68,199	70,164	72,130	74,095	76,065	78,030	79,997	81,959	83,928
	71,975	74,178	76,383	78,584	80,786	82,986	85,193	87,394	89,597	91,794	93,999
	70,625	72,787	74,951	77,110	79,271	81,430	83,595	85,755	87,917	90,073	92,237

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 22/23 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**MECHANICAL SYSTEMS, ELECTRICAL AND  
REFRIGERATION TECHNICIAN**

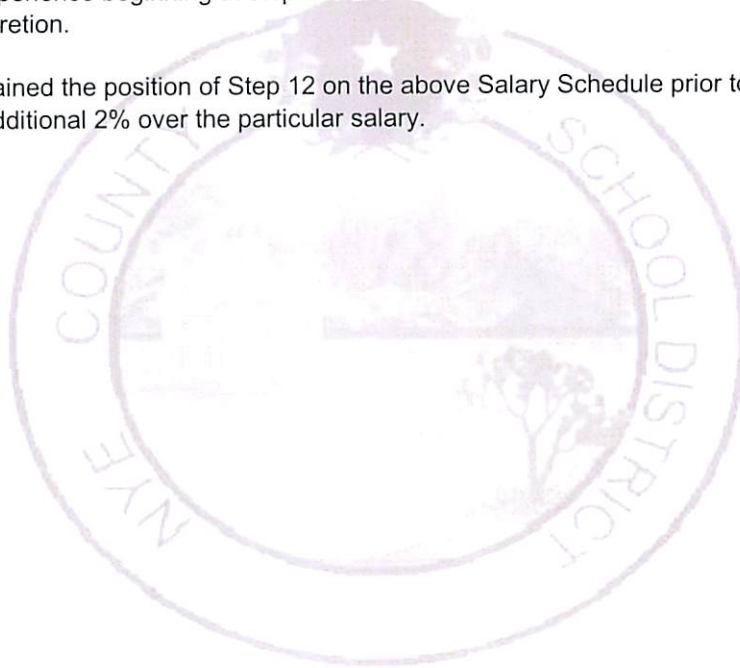
Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	23.71	24.66	25.64	26.56	27.50	28.45	29.40	30.35	31.30	32.25	33.19
	26.56	27.62	28.68	29.75	30.80	31.86	32.93	33.99	35.06	36.12	37.17
	26.06	27.10	28.15	29.19	30.22	31.27	32.31	33.35	34.40	35.44	36.48

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

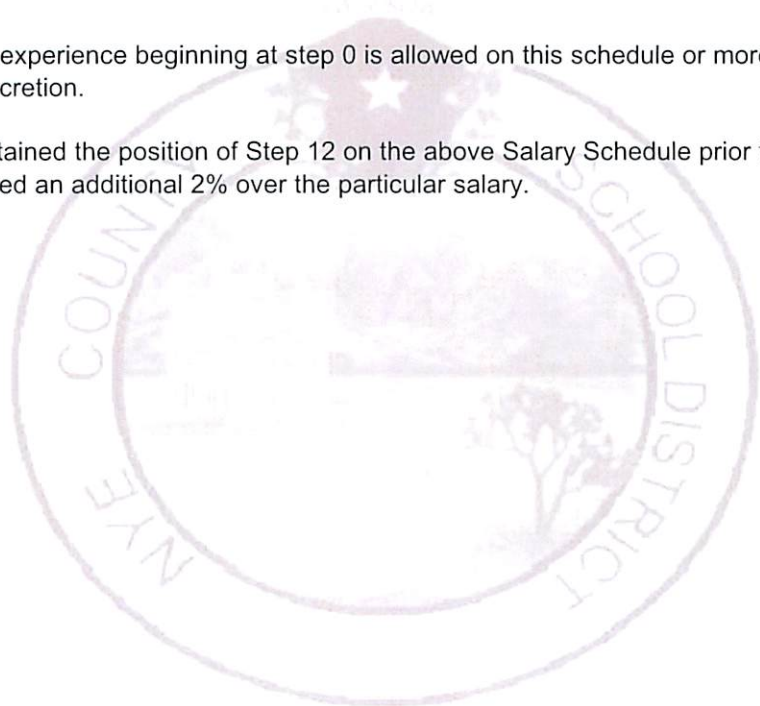
**SKILLED MAINTENANCE WORKER**

Steps	0	1	2	3	4	5	6	7	11	12	14
<b>Skilled Maint.</b>											
<b>Worker</b>	19.09	19.91	20.73	21.55	22.38	23.20	24.02	24.84	25.67	26.49	27.31
	<del>21.38</del>	<del>22.30</del>	<del>23.22</del>	<del>24.14</del>	<del>25.07</del>	<del>25.98</del>	<del>26.90</del>	<del>27.82</del>	<del>28.75</del>	<del>29.67</del>	<del>30.59</del>
	20.98	21.88	22.78	23.68	24.60	25.50	26.40	27.30	28.21	29.11	30.01

12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**SUPERVISOR CUSTODIAN/MAINTENANCE**

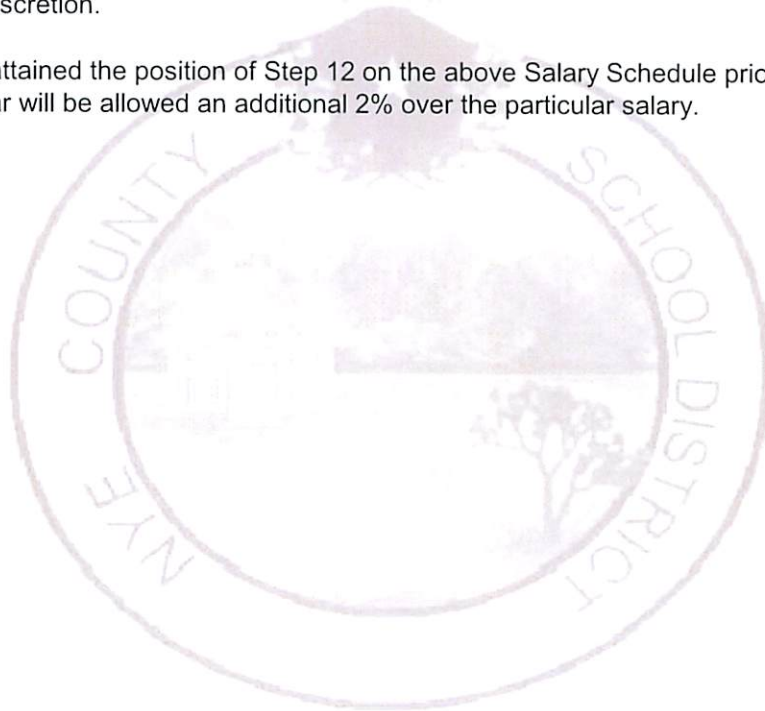
Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12
	43,048	44,992	46,940	48,884	51,094	52,776	54,724	56,670	58,615	60,561
	<del>48,214</del>	<del>50,391</del>	<del>52,573</del>	<del>54,750</del>	<del>57,226</del>	<del>59,109</del>	<del>61,291</del>	<del>63,470</del>	<del>65,649</del>	<del>67,829</del>
	47,310	49,446	51,587	53,724	56,152	58,001	60,142	62,280	64,418	66,557

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**AUTOMOTIVE SHOP**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
EXEMPT	

Steps	0	1	2	3	4	5	6	7	11	12	14
Mechanic	23.73	24.65	25.58	26.50	27.42	28.34	29.27	30.19	31.11	32.03	32.96
<b>NON-EXEMPT</b>	<del>26.58</del> 26.08	<del>27.61</del> 27.09	<del>28.65</del> 28.11	<del>29.68</del> 29.12	<del>30.71</del> 30.13	<del>31.74</del> 31.15	<del>32.78</del> 32.17	<del>33.81</del> 33.18	<del>34.84</del> 34.19	<del>35.87</del> 35.20	<del>36.92</del> 36.22
Shop Lead	25.15	26.13	27.11	28.09	29.07	30.04	31.03	32.00	32.98	33.95	34.93
<b>Non-EXEMPT</b>	<del>28.17</del> 27.64	<del>29.27</del> 28.72	<del>30.36</del> 29.79	<del>31.46</del> 30.87	<del>32.56</del> 31.95	<del>33.64</del> 33.01	<del>34.75</del> 34.10	<del>35.84</del> 35.17	<del>36.94</del> 36.25	<del>38.02</del> 37.31	<del>39.122</del> 38.39
Fleet Supervisor	56,335	58,305	60,268	62,236	64,205	66,173	68,140	70,110	72,077	74,044	76,012
<b>EXEMPT</b>	<del>63,095</del> 61,912	<del>65,302</del> 64,077	<del>67,500</del> 66,235	<del>69,704</del> 68,397	<del>71,910</del> 70,561	<del>74,114</del> 72,724	<del>76,317</del> 74,886	<del>78,523</del> 77,051	<del>80,726</del> 79,213	<del>82,929</del> 81,374	<del>85,133</del> 83,537

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over the particular salary.

**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**MECHANICS HELPER**

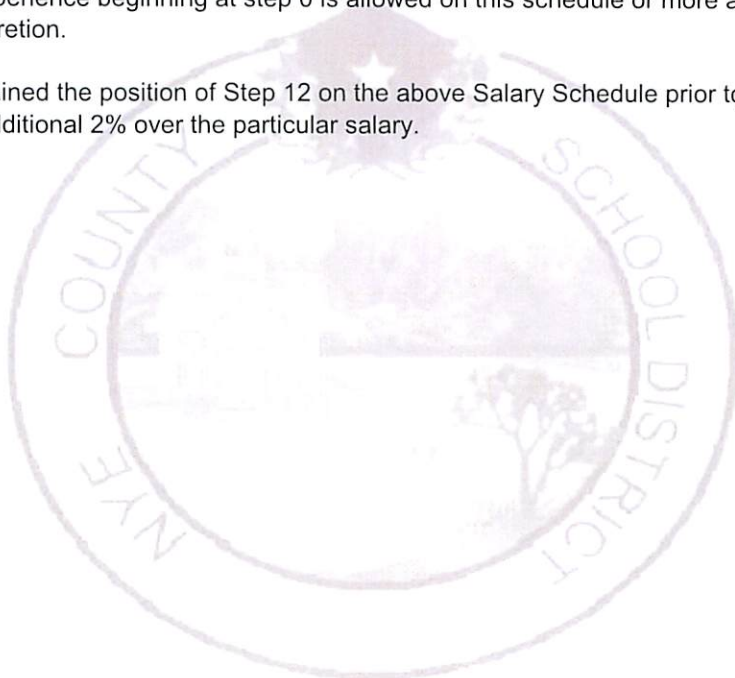
Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	<del>16.37</del>	<del>17.54</del>	<del>18.66</del>	<del>19.78</del>	<del>20.91</del>	<del>22.03</del>	<del>23.14</del>	<del>24.27</del>	<del>25.39</del>	<del>26.55</del>	<del>27.66</del>
	17.99	19.28	20.51	21.74	22.98	24.21	25.43	26.67	27.90	29.18	30.40

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**TRANSPORTATION SUPERVISOR**

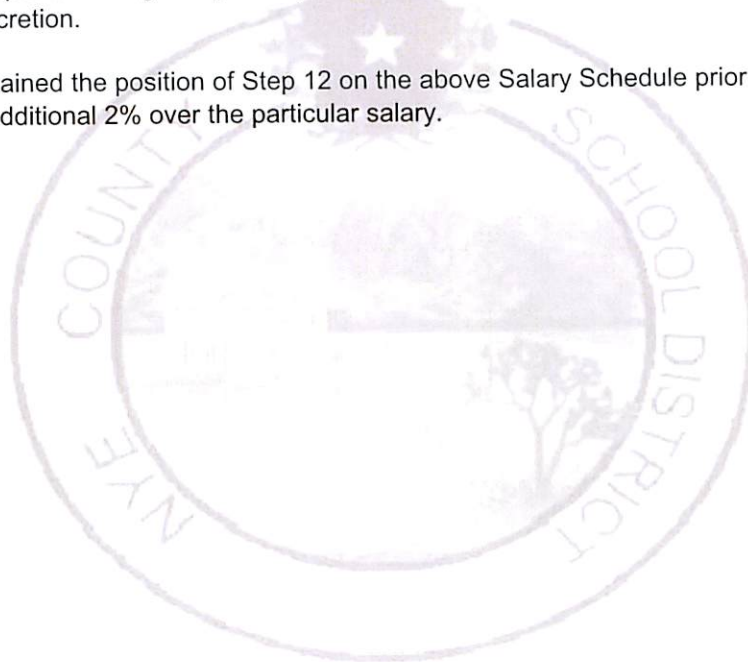
Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	44,380	46,132	47,960	49,857	51,829	53,897	56,017	58,237	60,547	62,946	64,511
	49,706	51,668	53,715	55,840	58,048	60,365	62,739	65,225	67,813	70,500	72,252
	48,774	50,699	52,708	54,793	56,960	59,233	61,563	64,002	66,541	69,178	70,898

225 days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 22/23-23/24-school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

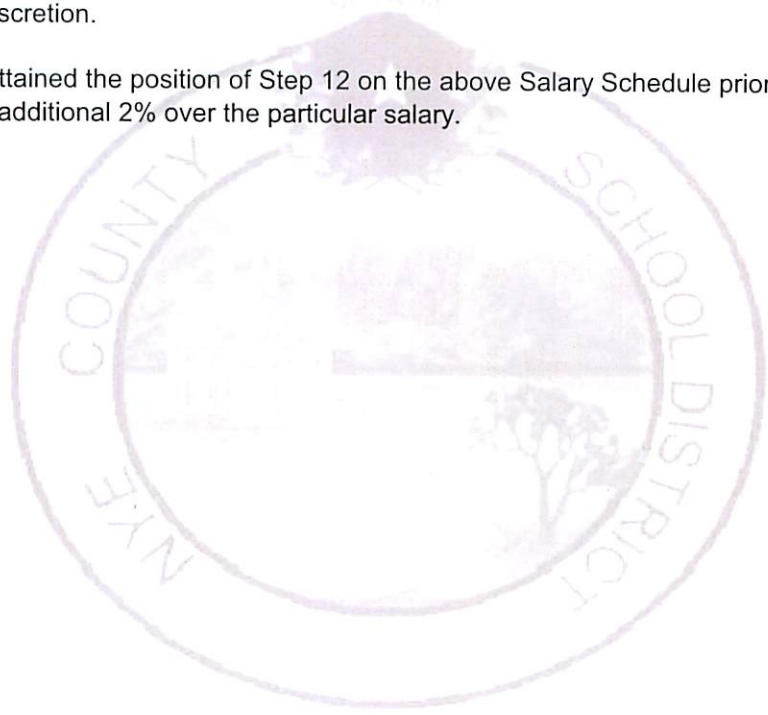
**TRANSPORTATION DISPATCHER/ROUTE SPECIALIST**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
<b>PERS</b>	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
<b>Dispatch</b>	15.73	17.04	18.35	19.69	21.04	22.34	23.65	25.01	26.29	27.57	28.93
<b>Specialis</b>	17.62	19.08	20.55	22.05	23.56	25.02	26.49	28.01	29.44	30.88	32.40
	17.29	18.73	20.17	21.64	23.12	24.55	25.99	27.49	28.89	30.30	31.79

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**ASSISTANT FOOD SERVICE COORDINATOR/**

**NUTRITION SPECIALIST**

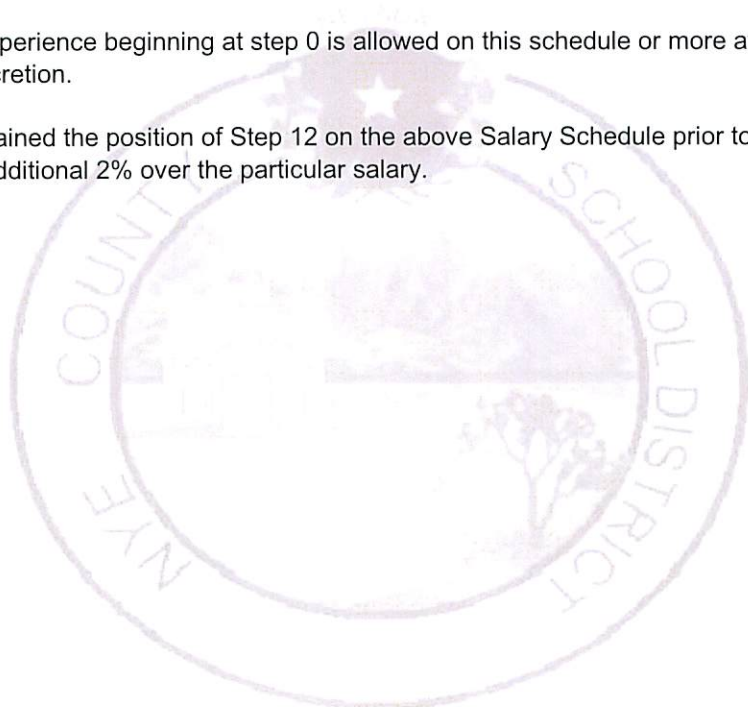
Adopted:	
Effective:	7/1/23
Increase:	12.00%
<b>PERS</b>	
Reduction:	-1.875%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	42,894	44,195	45,518	46,841	48,209	49,663	51,138	52,657	54,218	55,847	57,011
	<del>48,041</del>	<del>49,498</del>	<del>50,980</del>	<del>52,462</del>	<del>53,994</del>	<del>55,623</del>	<del>57,275</del>	<del>58,976</del>	<del>60,724</del>	<del>62,549</del>	<del>63,852</del>
	47,141	48,570	50,024	51,478	52,982	54,580	56,201	57,870	59,586	61,376	62,655

220 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**CAFETERIA PERSONNEL**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
<b>PERS</b>	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	12	14
<b>Site Manager</b>	44.15	45.02	45.90	46.78	47.68	48.55	49.46	20.33	21.19	22.09
	<del>15.85</del>	<del>16.82</del>	<del>17.81</del>	<del>18.79</del>	<del>19.80</del>	<del>20.78</del>	<del>21.80</del>	<del>22.77</del>	<del>23.73</del>	<del>24.74</del>
	15.55	16.51	17.47	18.44	19.43	20.39	21.39	22.34	23.29	24.28
<b>Food Helper</b>	12.11	12.74	13.62	14.49	15.40	16.25	17.14	18.06	18.93	19.75
	<del>13.56</del>	<del>14.27</del>	<del>15.25</del>	<del>16.23</del>	<del>17.25</del>	<del>18.20</del>	<del>19.20</del>	<del>20.23</del>	<del>21.20</del>	<del>22.12</del>
	13.31	14.00	14.97	15.92	16.92	17.86	18.84	19.85	20.80	21.71
<b>Food-Service-Sub.</b>	<del>11.50*</del>									

180 days

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23-23/24~~ school year will be allowed an additional 2% over that particular salary.

\*Effective when approved by the BOT; Does not qualify for RETRO pay.

**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**GRANT WRITER**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	<del>58,707</del>	<del>61,442</del>	<del>62,641</del>	<del>64,607</del>	<del>66,575</del>	<del>68,540</del>	<del>70,505</del>	<del>72,471</del>	<del>74,441</del>	<del>76,405</del>	<del>78,270</del>
	65,752	68,815	70,158	72,360	74,564	76,765	78,966	81,168	83,374	85,574	87,662
	64,519	67,525	68,842	71,003	73,166	75,325	77,485	79,646	81,811	83,969	86,019

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over the particular salary.

**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT I-II</b>	
<b>EXEMPT III-IV</b>	

**COMMUNITY HEALTH WORKERS - I, II  
LICENSED SOCIAL WORKER/MENTAL HEALTH PROFESSIONAL  
LICENSED CLINICAL SOCIAL WORKER/CLINICAL MENTAL HEALTH  
PROFESSIONAL**

Steps	0	1	2	3	4	5	6	7	11	12	14
Level I	19.14 <del>21.44</del> 21.03	19.89 <del>22.28</del> 21.86	20.67 <del>23.15</del> 22.72	21.49 <del>24.07</del> 23.62	22.35 <del>25.03</del> 24.56	23.23 <del>26.02</del> 25.53	24.15 <del>27.05</del> 26.54	25.10 <del>28.11</del> 27.58	26.10 <del>29.23</del> 28.68	27.14 <del>30.40</del> 29.83	27.81 <del>31.15</del> 30.56
Level II	27.94 <del>31.29</del> 30.71	29.05 <del>32.54</del> 31.93	30.20 <del>33.82</del> 33.19	31.41 <del>35.18</del> 34.52	32.64 <del>36.56</del> 35.87	33.95 <del>38.02</del> 37.31	35.29 <del>39.52</del> 38.78	36.69 <del>41.09</del> 40.32	38.14 <del>42.72</del> 41.92	39.66 <del>44.42</del> 43.59	40.65 <del>45.53</del> 44.67
Level III	46,866 <del>52,490</del> 51,506	48,718 <del>54,564</del> 53,541	50,649 <del>56,727</del> 55,663	52,655 <del>58,974</del> 57,868	54,741 <del>61,310</del> 60,160	56,907 <del>63,736</del> 62,541	59,163 <del>66,263</del> 65,020	61,508 <del>68,889</del> 67,597	63,949 <del>71,623</del> 70,280	66,486 <del>74,464</del> 73,068	68,137 <del>76,313</del> 74,883
Level III 8 hours	53,487 <del>59,905</del> 58,782	55,603 <del>62,275</del> 61,108	57,811 <del>64,748</del> 63,534	60,103 <del>67,315</del> 66,053	62,486 <del>69,984</del> 68,672	64,962 <del>72,757</del> 71,393	67,541 <del>75,646</del> 74,228	70,221 <del>78,648</del> 77,173	73,010 <del>81,771</del> 80,238	75,910 <del>85,019</del> 83,425	77,797 <del>87,133</del> 85,499
Level IV	66,221 <del>74,168</del> 72,777	68,849 <del>77,111</del> 75,665	71,582 <del>80,172</del> 78,669	74,423 <del>83,354</del> 81,791	77,381 <del>86,667</del> 85,042	80,455 <del>90,110</del> 88,420	83,651 <del>93,689</del> 91,932	86,978 <del>97,415</del> 95,589	90,434 <del>101,286</del> 99,387	94,032 <del>105,316</del> 103,341	96,372 <del>107,937</del> 105,913
Level IV 8 hours	75,607 <del>84,680</del> 83,092	78,610 <del>88,043</del> 86,392	81,733 <del>91,541</del> 89,825	84,980 <del>95,178</del> 93,393	88,360 <del>98,963</del> 97,108	91,874 <del>102,899</del> 100,970	95,526 <del>106,989</del> 104,983	99,329 <del>111,248</del> 109,163	103,279 <del>115,672</del> 113,504	107,391 <del>120,278</del> 118,023	110,065 <del>123,273</del> 120,961

- Level I Community Health Worker I
- Level II Community Health Worker II
- Level III Licensed Social Worker/Mental Health Professional
- Level IV Licensed Clinical Social Worker/Clinical Mental Health Professional

185 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~22/23~~ 23/24 school year will be allowed an additional 2% over that particular salary.

No movement will be approved until all requirements are met and credentials are received.

**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**ASSISTANT/ASSOCIATE SUPERINTENDENT**

Steps	I		II	
0	-107,205	117,926	-109,797	120,777
1	-109,646	120,611	-112,296	123,526
2	-112,893	124,182	-115,621	127,183
3	-116,038	127,642	-118,843	130,727
4	-119,398	131,338	-122,284	134,512
5	-122,645	134,910	-125,611	138,172
6	-125,898	138,488	-128,943	141,837
7	-129,154	142,066	-132,276	145,504
8	-132,392	145,631	-135,595	149,155
9	-135,647	149,212	-138,929	152,822
10	-138,900	152,790	-142,261	156,487
15	-142,153	156,368	-145,593	160,152
20	-145,413	159,954	-148,932	163,825
25	-148,667	163,534	-152,264	167,490

Column I Assistant Superintendent; 12 month

Column II Associate Superintendent; 12 month

Education Masters + 16 graduate semester hours = \$2,000  
 Masters + 32 graduate semester hours = \$2,500  
 Doctorate = \$3,000

The Nye County School District will recognize five (5) years outside Administrative experience beginning at step 0 or more at the Superintendent's discretion.

Employees who have attained the position of Step 25 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over that particular base salary.

**NYE COUNTY SCHOOL DISTRICT -2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**CHIEF OPERATING OFFICER/  
EXECUTIVE DIRECTOR OF HR**

Steps	0	1	2	3	4	5	6	7
	<del>115,440</del>	<del>118,448</del>	<del>121,454</del>	<del>124,459</del>	<del>127,468</del>	<del>130,477</del>	<del>133,484</del>	<del>136,493</del>
	126,984	130,293	133,599	136,905	140,215	143,525	146,832	150,142

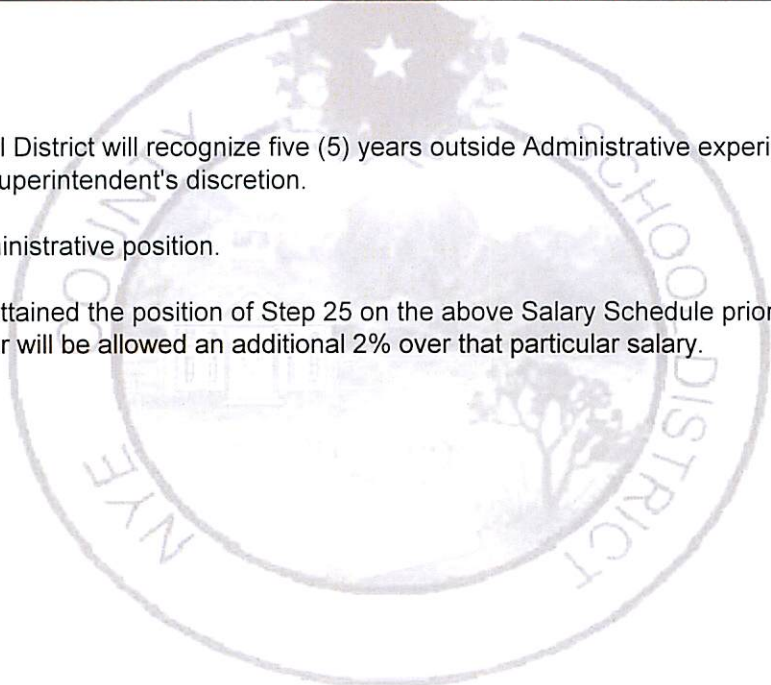
Steps	8	9	10	15	20	25
	<del>139,499</del>	<del>142,507</del>	<del>145,513</del>	<del>148,518</del>	<del>151,527</del>	<del>154,533</del>
	153,449	156,758	160,064	163,370	166,680	169,986

12 Month

The Nye County School District will recognize five (5) years outside Administrative experience beginning at step 0 or more at the Superintendent's discretion.

This is a classified administrative position.

Employees who have attained the position of Step 25 on the above Salary Schedule prior to the ~~22/23~~ 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**DISTRICT SECRETARY**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	19.13	20.53	21.93	23.32	24.72	26.11	27.51	28.90	30.30	31.70	33.09	34.41
	21.04	22.58	24.12	25.65	27.19	28.72	30.26	31.79	33.33	34.87	36.40	37.85

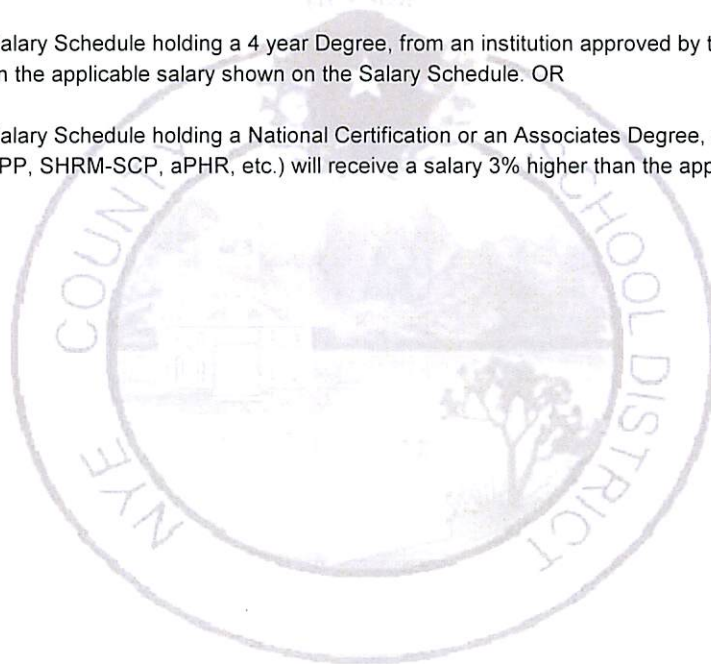
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 23/24-24/25 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**Payroll Tech/Benefits Tech/Accounts Payable/  
HR Generalist/Grant Site Manager**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	21.82	23.20	24.61	26.00	27.40	28.79	30.20	31.59	32.99	34.39	35.78	37.18
	24.00	25.52	27.07	28.60	30.14	31.67	33.22	34.75	36.29	37.83	39.36	40.90

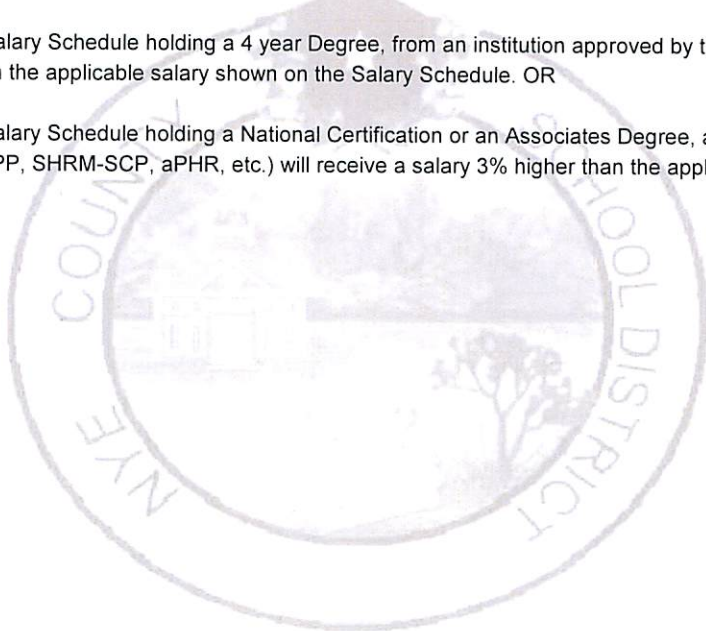
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 23/24 24/25 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**EXECUTIVE SECRETARY/BOARD CLERK  
EXECUTIVE ASSISTANT**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	23.50	24.89	26.29	27.68	29.08	30.48	31.88	33.27	34.67	36.07	37.46	38.86
	25.85	27.38	28.92	30.45	31.99	33.53	35.07	36.60	38.14	39.68	41.21	42.75

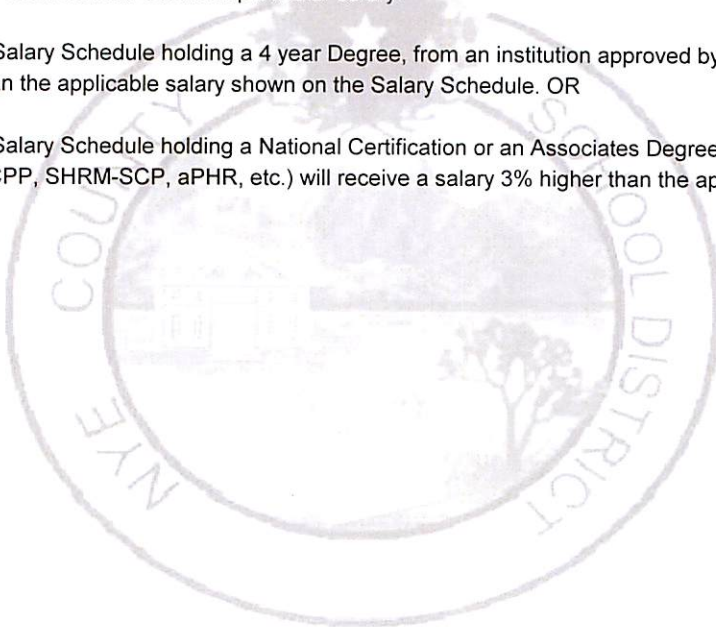
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT -2024-2025**

**SENIOR PAYROLL TECHNICIAN/**

**HUMAN RESOURCE GENERALIST SENIOR**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	25.63	27.01	28.42	29.82	31.21	32.61	34.00	35.40	36.81	38.19	39.60	40.99
	28.19	29.71	31.26	32.80	34.33	35.87	37.40	38.94	40.49	42.01	43.56	45.09

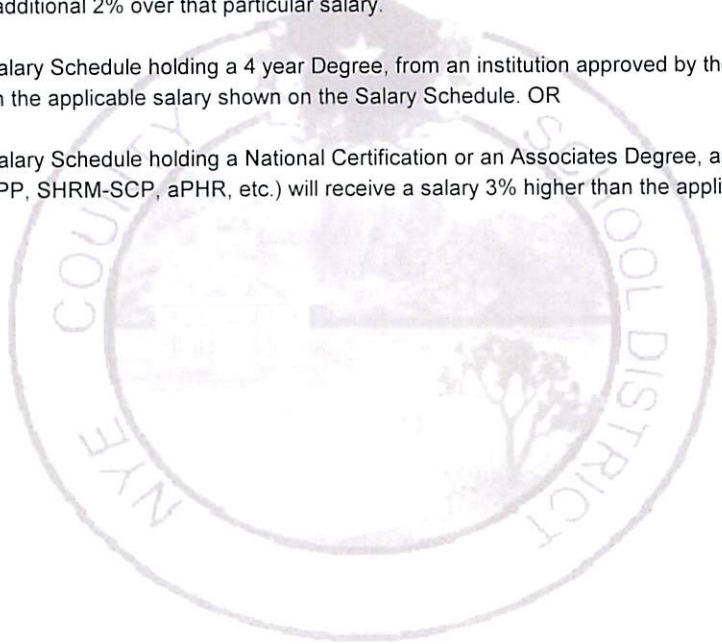
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

**ACCOUNTANT**

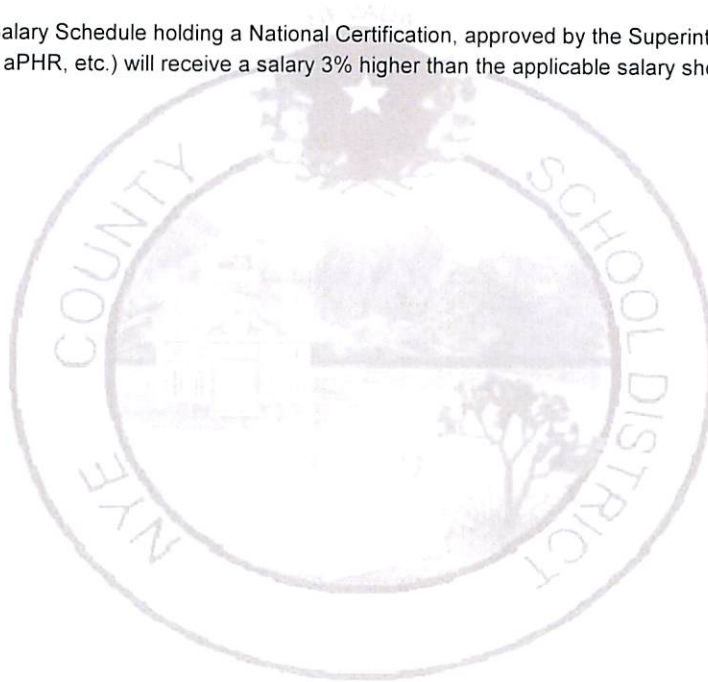
Steps	0	1	2	3	4	5	6	7	11	12	14	15
	<del>30.51</del>	<del>31.94</del>	<del>33.31</del>	<del>34.71</del>	<del>36.10</del>	<del>37.51</del>	<del>38.89</del>	<del>40.30</del>	<del>41.70</del>	<del>43.09</del>	<del>44.49</del>	<del>45.89</del>
	33.56	35.10	36.64	38.18	39.71	41.26	42.78	44.33	45.87	47.40	48.94	50.48

12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a National Certification, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

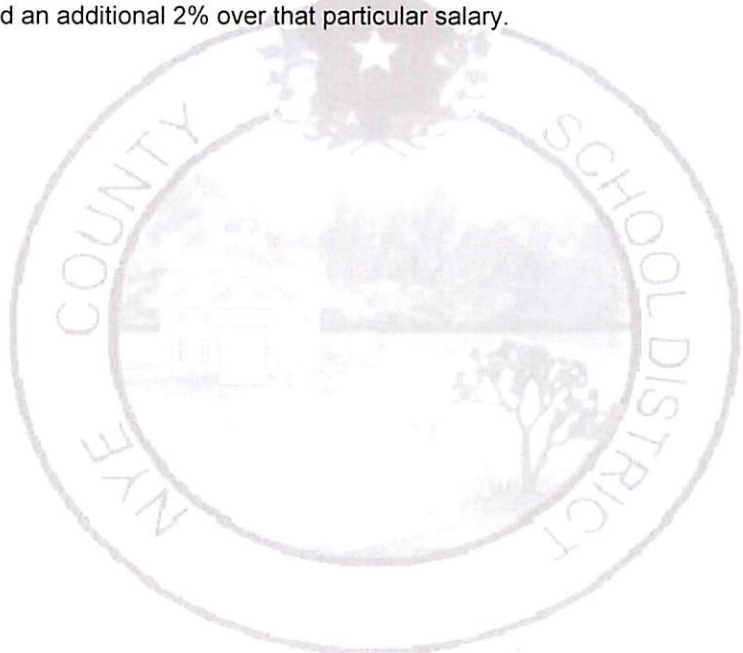
**DISTRICT RECEPTIONIST**

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	<del>16.84</del>	<del>17.25</del>	<del>17.73</del>	<del>18.21</del>	<del>18.69</del>	<del>19.20</del>	<del>20.17</del>	<del>20.27</del>	<del>20.82</del>	<del>21.39</del>	<del>21.96</del>	<del>22.43</del>
	18.49	18.98	19.50	20.03	20.56	21.12	22.19	22.30	22.90	23.53	24.16	24.67

12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

**DISTRICT CLERICAL AIDE/GRANT SITE REP**

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	<del>17.29</del>	<del>18.73</del>	<del>20.17</del>	<del>21.64</del>	<del>23.12</del>	<del>24.55</del>	<del>25.99</del>	<del>27.49</del>	<del>28.89</del>	<del>30.30</del>	<del>31.73</del>	<del>33.22</del>
	19.02	20.60	22.19	23.80	25.43	27.01	28.59	30.24	31.78	33.33	34.90	36.54

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**DIRECTOR - LICENSED / NON LICENSED**

Steps	0	1	2	3	4	5	6	7	11	12	14
	-97,302	100,177	103,043	105,919	108,791	111,663	114,532	117,407	120,279	123,150	126,022
	107,032	110,195	113,347	116,511	119,670	122,829	125,985	129,148	132,307	135,465	138,624

12 Month

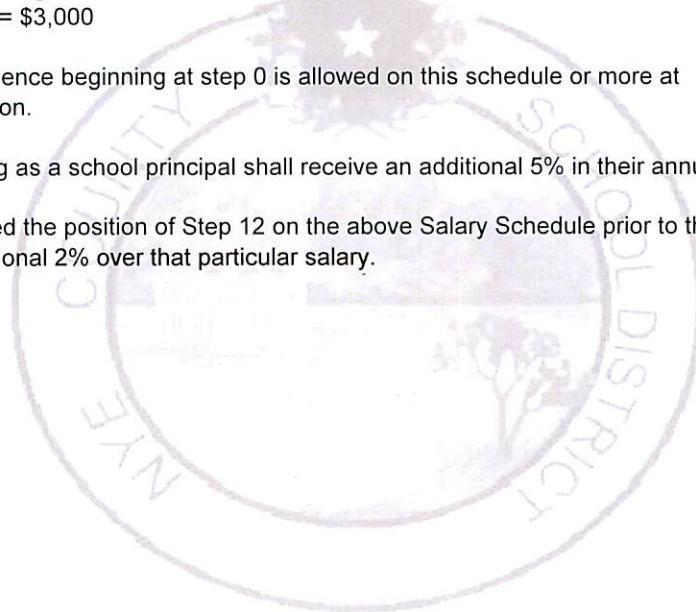
Education for

- Licensed personr Masters + 16 graduate semester hours = \$2,000
- Masters + 32 graduate semester hours = \$2,500
- Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

A director who is also serving as a school principal shall receive an additional 5% in their annual salary

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**COORDINATOR - LICENSED / NON-LICENSED**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	78,149	81,007	83,895	86,766	89,637	92,512	95,382	98,248	101,124	104,001	106,871
	85,964	89,108	92,285	95,443	98,601	101,763	104,920	108,073	111,236	114,401	117,558

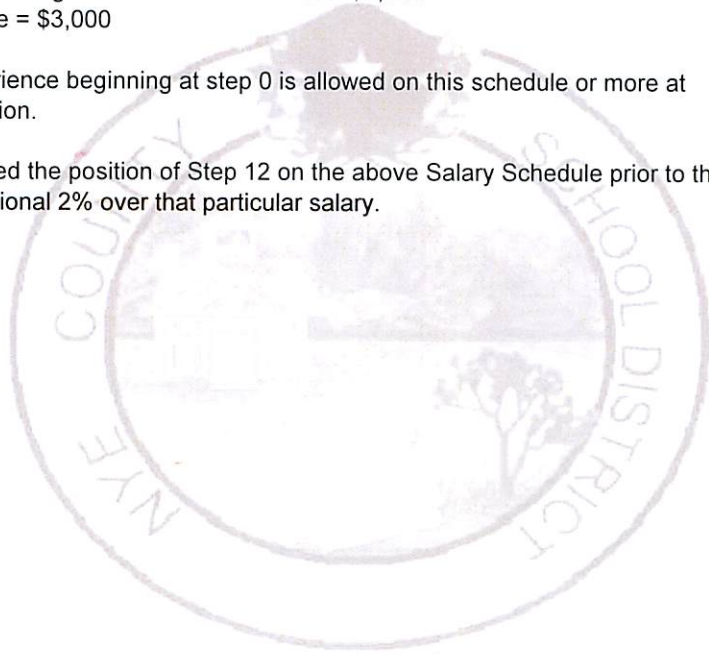
12 Month

Education for

Licensed personnel Masters + 16 graduate semester hours = \$2,000  
 Masters + 32 graduate semester hours = \$2,500  
 Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24-24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**COORDINATOR - LICENSED / NON-LICENSED**

Steps	0	1	2	3	4	5	6	7	11	12	14
	66,215	68,634	71,077	73,507	75,934	78,365	80,796	83,220	85,654	88,088	90,517
	72,837	75,497	78,185	80,858	83,527	86,202	88,876	91,542	94,219	96,897	99,569

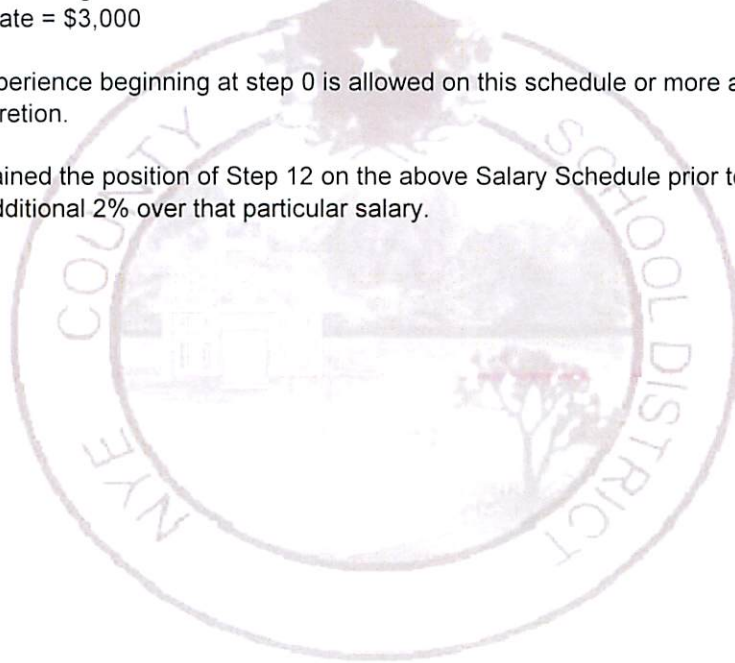
220 Days

Education for

- Licensed person: Masters + 16 graduate semester hours = \$2,000
- Masters + 32 graduate semester hours = \$2,500
- Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

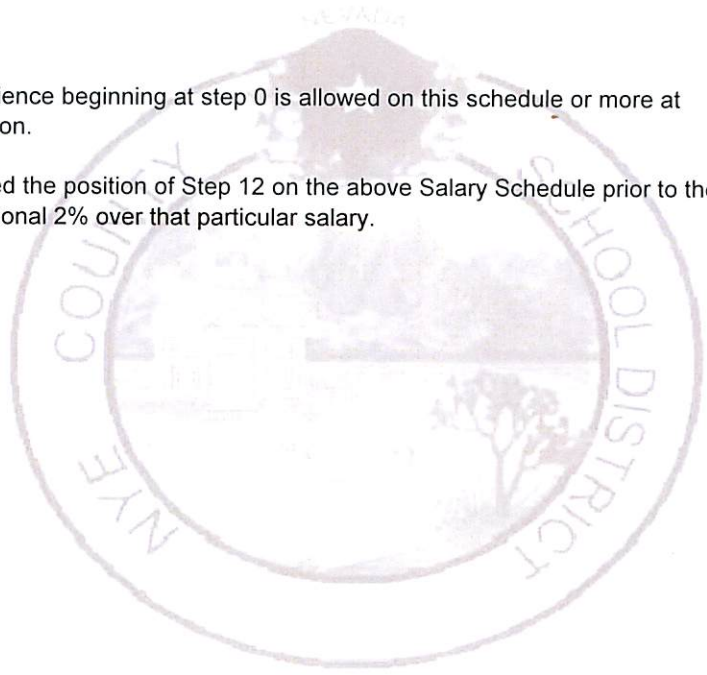
**SCHOOL SITE REGISTERED NURSE**

Steps	0	1	2	3	4	5	6	7	11	12	14
<b>R.N.</b>	40,016	41,299	42,577	43,856	45,134	46,411	47,688	48,957	50,231	51,510	52,789
	44,018	45,429	46,835	48,242	49,647	51,052	52,457	53,853	55,254	56,661	58,068
<b>R.N. w/ a BSN</b>	47,688	48,960	50,239	51,523	52,796	54,073	55,346	56,618	57,881	59,446	47,689
	52,457	53,856	55,263	56,675	58,076	59,480	60,881	62,280	63,669	65,391	52,458

190 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

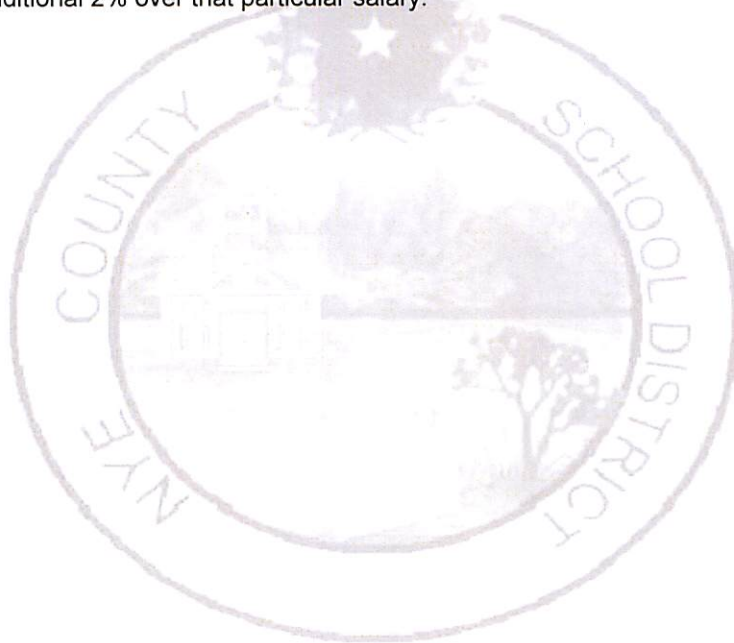
**SCHOOL DISTRICT REGISTERED NURSE**

Steps	0	1	2	3	4	5	6	7	11	12	14
	54,959	57,248	59,541	61,831	64,123	66,418	68,709	71,001	73,325	75,799	77,973
	60,455	62,973	65,495	68,014	70,535	73,060	75,580	78,101	80,658	83,379	85,770

220 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

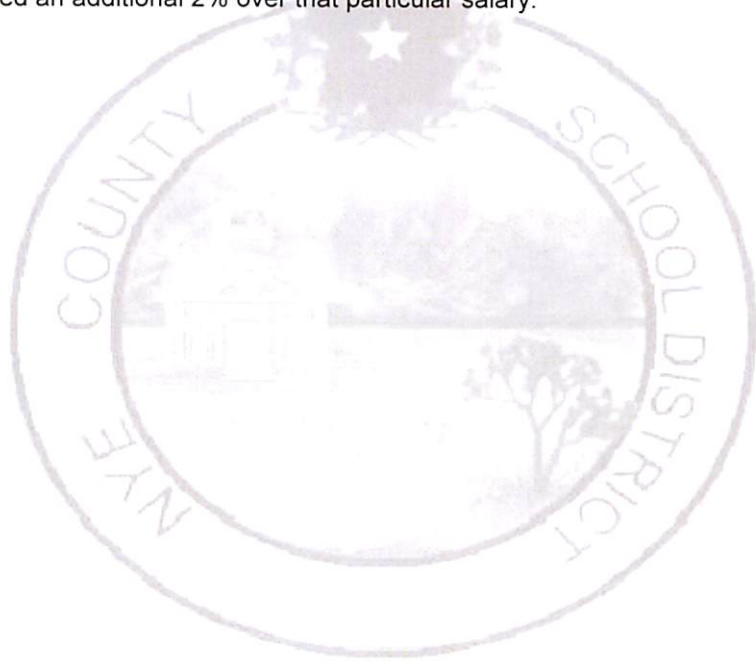
**PSYCHOLOGIST**

Steps	0	1	2	3	4	5	6	11	16	21
	<del>70,137</del>	<del>74,207</del>	<del>78,274</del>	<del>82,343</del>	<del>86,409</del>	<del>90,481</del>	<del>94,548</del>	<del>98,615</del>	<del>102,682</del>	<del>106,752</del>
	77,151	81,628	86,101	90,577	95,050	99,529	104,003	108,477	112,950	117,427

192 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 21 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**PHYSICAL THERAPIST**

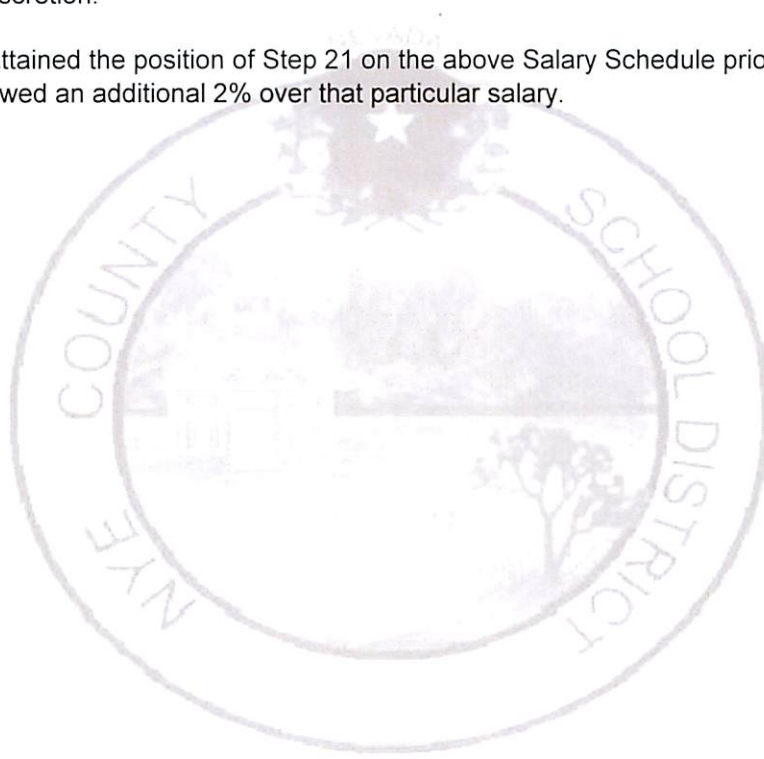
**OCCUPATIONAL THERAPIST**

Steps	0	1	2	3	4	5	6	11	16	21
	80,551	83,012	85,473	87,936	90,399	92,857	95,318	97,782	100,242	102,705
	88,606	91,313	94,020	96,730	99,439	102,143	104,850	107,560	110,266	112,976

183 days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 21 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over that particular salary.



**PART TIME**

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**EXEMPT**

(1) Certified Substitute Teacher	<del>130.00</del>	<del>Per Day - 18.57</del> Per Hour
	140.00	Per Day - 20.00 Per Hour
(1) Non-Licensed Substitute Teacher (only rural areas)	<del>120.00</del>	<del>Per Day - 17.14</del> Per Hour
	130.00	Per Day - 18.57 Per Hour
(1)*Long term Substitute	<del>145.00</del>	<del>Per Day - 20.71</del> Per Hour
	155.00	Per Day - 22.14 Per Hour

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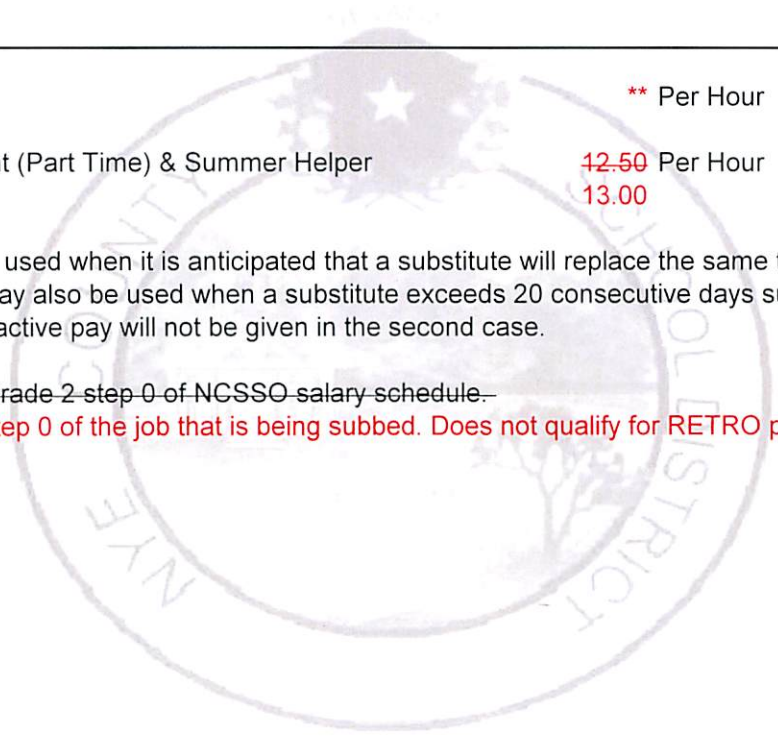
**NON-EXEMPT**

(2) Substitute		** Per Hour
(2) High School Student (Part Time) & Summer Helper	<del>12.50</del>	Per Hour
	13.00	

\*This schedule may be used when it is anticipated that a substitute will replace the same teacher for over 20 consecutive days. It may also be used when a substitute exceeds 20 consecutive days substituting for the same teacher. Retro-active pay will not be given in the second case.

\*\* Amount will match Grade 2 step 0 of NCSSO salary schedule.

\*\* Amount will match step 0 of the job that is being subbed. Does not qualify for RETRO pay.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

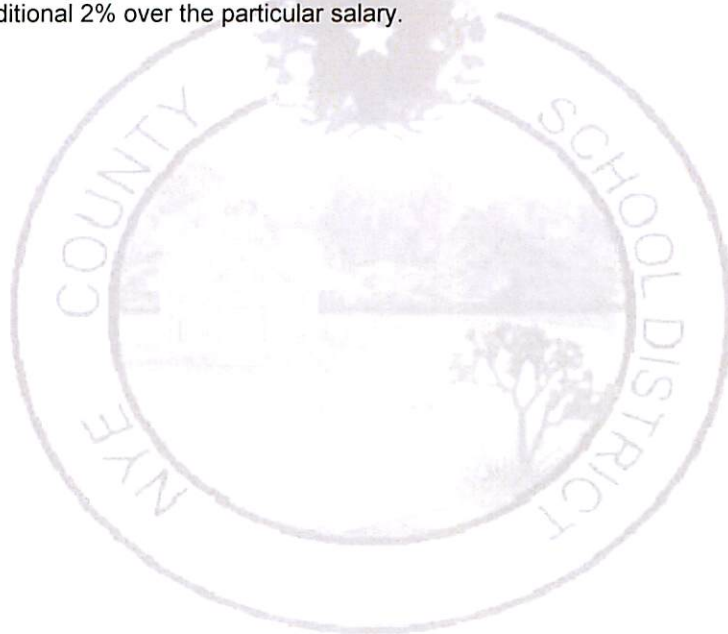
**FACILITY ENGINEER/SENIOR DATA ANALYST**

Steps	0	1	2	3	4	5	6	7	11	12	14
	70,625	72,787	74,951	77,110	79,271	81,430	83,595	85,755	87,917	90,073	92,237
	77,688	80,066	82,446	84,821	87,198	89,573	91,955	94,331	96,709	99,080	101,461

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**MECHANICAL SYSTEMS, ELECTRICAL AND  
REFRIGERATION TECHNICIAN**

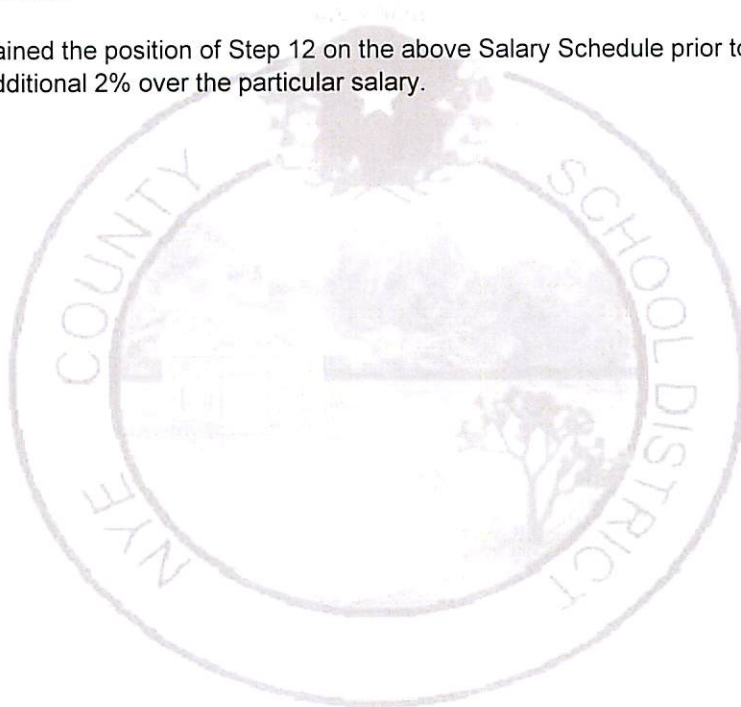
Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	26.06	27.10	28.15	29.19	30.22	31.27	32.31	33.35	34.40	35.44	36.48
	28.67	29.81	30.97	32.11	33.24	34.40	35.54	36.69	37.84	38.98	40.13

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

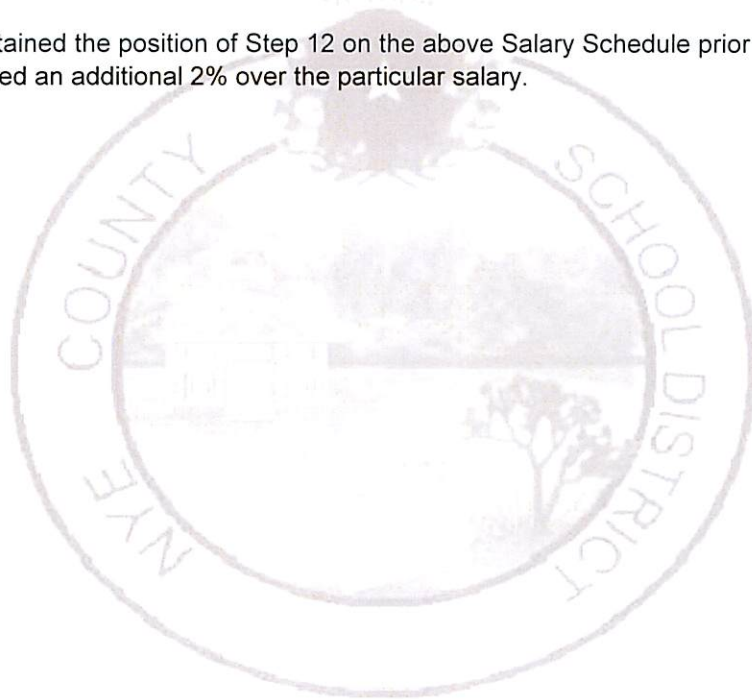
**SKILLED MAINTENANCE WORKER**

Steps	0	1	2	3	4	5	6	7	11	12	14
<b>Skilled Maint. Worker</b>	<del>20.98</del> 23.08	<del>21.88</del> 24.07	<del>22.78</del> 25.06	<del>23.68</del> 26.05	<del>24.60</del> 27.06	<del>25.50</del> 28.05	<del>26.40</del> 29.04	<del>27.30</del> 30.03	<del>28.21</del> 31.03	<del>29.11</del> 32.02	<del>30.01</del> 33.01

12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**SUPERVISOR CUSTODIAN/MAINTENANCE**

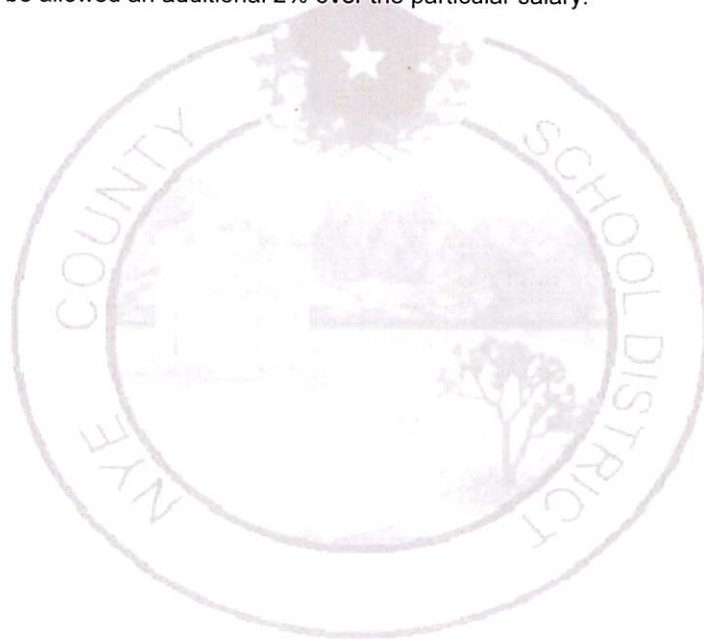
Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	47,310	49,446	51,587	53,724	56,152	58,001	60,142	62,280	64,418	66,557	68,715
	52,041	54,391	56,746	59,096	61,767	63,801	66,156	68,508	70,860	73,213	75,587

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**AUTOMOTIVE SHOP**

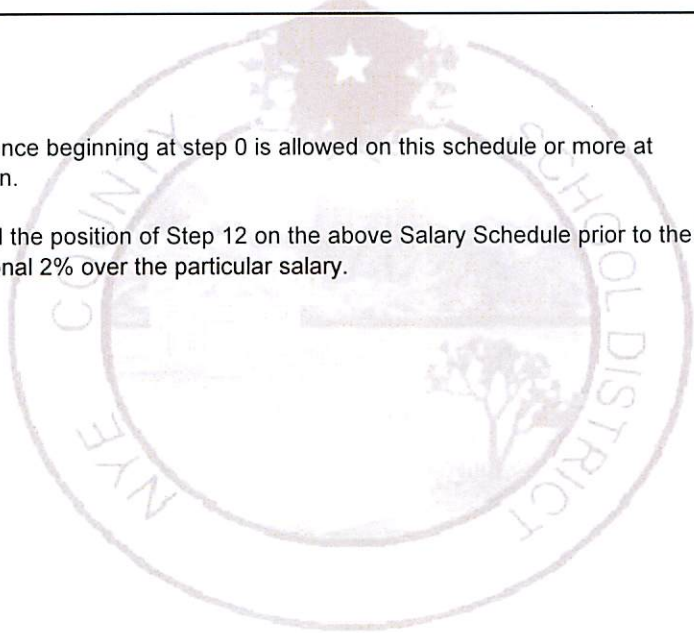
Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
Mechanic	<del>26.08</del>	<del>27.09</del>	<del>28.11</del>	<del>29.12</del>	<del>30.13</del>	<del>31.15</del>	<del>32.17</del>	<del>33.18</del>	<del>34.19</del>	<del>35.20</del>	<del>36.22</del>
<b>NON-EXEMPT</b>	28.69	29.80	30.92	32.03	33.14	34.27	35.39	36.50	37.61	38.72	39.84
Shop Lead	<del>27.64</del>	<del>28.72</del>	<del>29.79</del>	<del>30.87</del>	<del>31.95</del>	<del>33.01</del>	<del>34.10</del>	<del>35.17</del>	<del>36.25</del>	<del>37.31</del>	<del>38.39</del>
<b>Non-EXEMPT</b>	30.40	31.59	32.77	33.96	35.15	36.31	37.51	38.69	39.88	41.04	42.23
Fleet Supervisor	<del>61,912</del>	<del>64,077</del>	<del>66,235</del>	<del>68,397</del>	<del>70,561</del>	<del>72,724</del>	<del>74,886</del>	<del>77,051</del>	<del>79,213</del>	<del>81,374</del>	<del>83,537</del>
<b>EXEMPT</b>	68,103	70,485	72,859	75,237	77,617	79,996	82,375	84,756	87,134	89,511	91,891

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24-24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**MECHANICS HELPER**

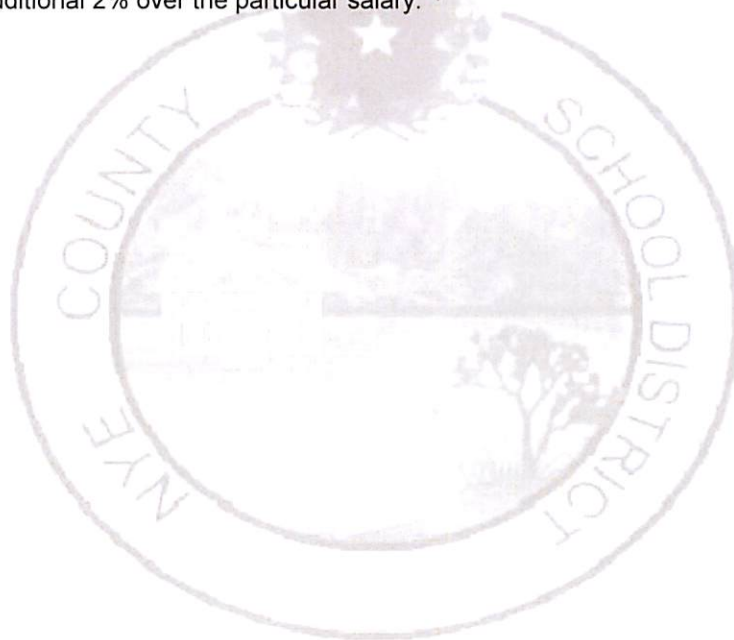
Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	<del>17.99</del>	<del>19.28</del>	<del>20.51</del>	<del>21.74</del>	<del>22.98</del>	<del>24.21</del>	<del>25.43</del>	<del>26.67</del>	<del>27.90</del>	<del>29.18</del>	<del>30.40</del>
	19.79	21.21	22.56	23.91	25.28	26.63	27.97	29.34	30.69	32.10	33.44

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**TRANSPORTATION SUPERVISOR**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

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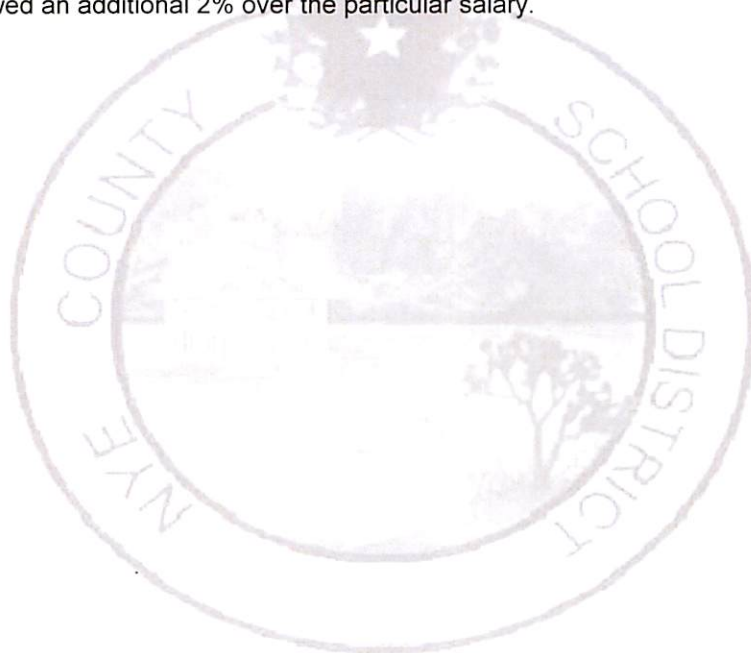
Steps	0	1	2	3	4	5	6	7	11	12	14
	48,774	50,699	52,708	54,793	56,960	59,233	61,563	64,002	66,541	69,178	70,898
	53,651	55,769	57,979	60,272	62,656	65,156	67,719	70,402	73,195	76,096	77,988

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225 days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

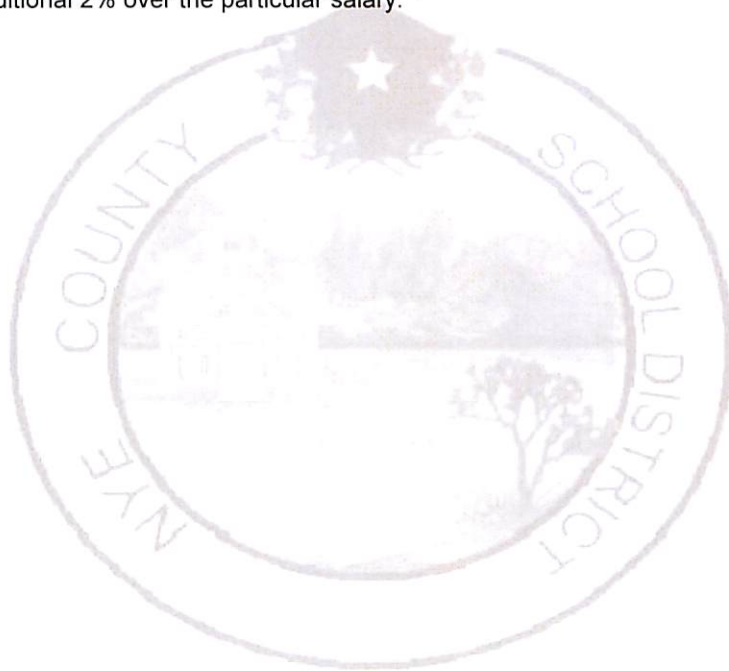
**TRANSPORTATION DISPATCHER/ROUTE SPECIALIST**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
Dispatcher/Route	17.29	18.73	20.17	21.64	23.12	24.55	25.99	27.49	28.89	30.30	31.79
Specialist	19.02	20.60	22.19	23.80	25.43	27.01	28.59	30.24	31.78	33.33	34.97

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**ASSISTANT FOOD SERVICE COORDINATOR/  
NUTRITION SPECIALIST**

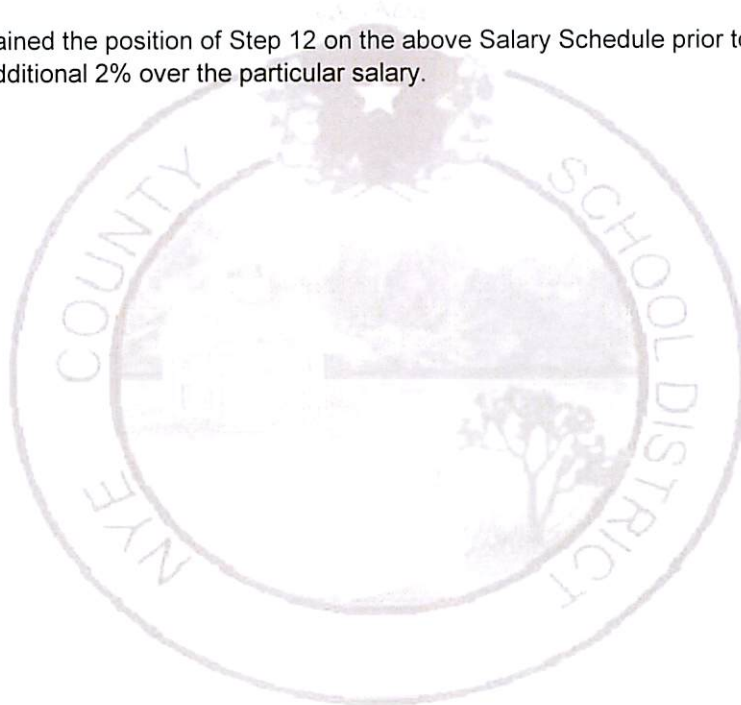
Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
	47,141	48,570	50,024	51,478	52,982	54,580	56,201	57,870	59,586	61,376	62,655
	51,855	53,427	55,026	56,626	58,280	60,038	61,821	63,657	65,545	67,514	68,921

220 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**CAFETERIA PERSONNEL**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

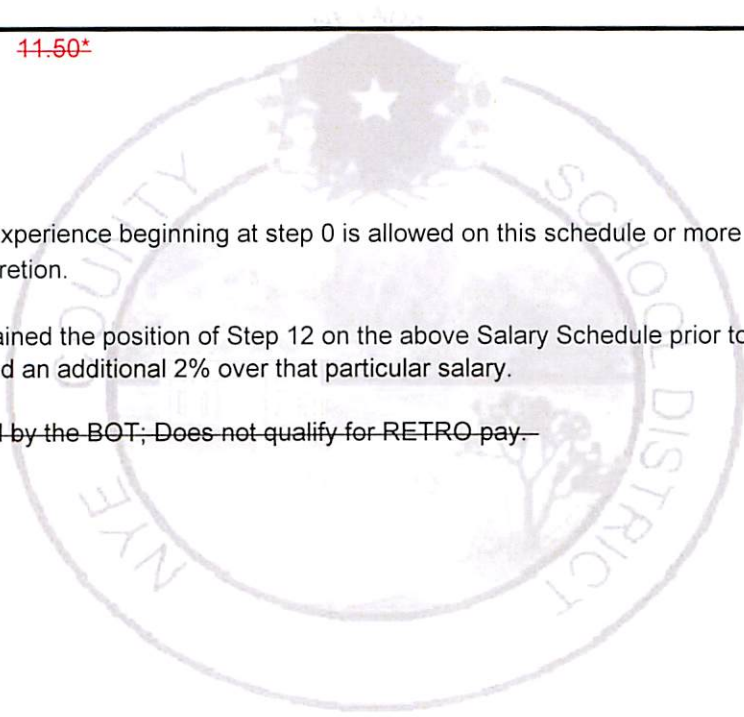
Steps	0	1	2	3	4	5	6	7	12	14
Site Manager	15.55	16.51	17.47	18.44	19.43	20.39	21.39	22.34	23.29	24.28
	17.11	18.16	19.22	20.28	21.37	22.43	23.53	24.57	25.62	26.71
Food Helper	13.31	14.00	14.97	15.92	16.92	17.86	18.84	19.85	20.80	21.71
	14.64	15.40	16.47	17.51	18.61	19.65	20.72	21.84	22.88	23.88
<del>Food Service Sub.</del>	<del>11.50*</del>									

180 days

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24-24/25 school year will be allowed an additional 2% over that particular salary.

~~\*Effective when approved by the BOT; Does not qualify for RETRO pay.~~



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**GRANT WRITER**

Adopted:
Effective: 7/1/24
Increase: 10.00%
<b>NON-EXEMPT</b>

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Steps	0	1	2	3	4	5	6	7	11	12	14
	64,519	67,525	68,842	71,003	73,166	75,325	77,485	79,646	81,811	83,969	86,019
	70,971	74,278	75,726	78,103	80,483	82,858	85,234	87,611	89,992	92,366	94,621

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 24/25 school year will be allowed an additional 2% over the particular salary.

**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT I-II</b>	
<b>EXEMPT III-IV</b>	

**COMMUNITY HEALTH WORKERS - I, II  
 LICENSED SOCIAL WORKER/MENTAL HEALTH PROFESSIONAL  
 LICENSED CLINICAL SOCIAL WORKER/CLINICAL MENTAL HEALTH  
 PROFESSIONAL**

Steps	0	1	2	3	4	5	6	7	11	12	14
Level I	<del>21.03</del> 23.13	<del>21.86</del> 24.05	<del>22.72</del> 24.99	<del>23.62</del> 25.98	<del>24.56</del> 27.02	<del>25.53</del> 28.08	<del>26.54</del> 29.19	<del>27.58</del> 30.34	<del>28.68</del> 31.55	<del>29.83</del> 32.81	<del>30.56</del> 33.62
Level II	<del>30.71</del> 33.78	<del>31.93</del> 35.12	<del>33.19</del> 36.51	<del>34.52</del> 37.97	<del>35.87</del> 39.46	<del>37.31</del> 41.04	<del>38.78</del> 42.66	<del>40.32</del> 44.35	<del>41.92</del> 46.11	<del>43.59</del> 47.95	<del>44.67</del> 49.14
Level III	<del>51,506</del> 56,657	<del>53,541</del> 58,895	<del>55,663</del> 61,229	<del>57,868</del> 63,655	<del>60,160</del> 66,176	<del>62,541</del> 68,795	<del>65,020</del> 71,522	<del>67,597</del> 74,357	<del>70,280</del> 77,308	<del>73,068</del> 80,375	<del>74,883</del> 82,371
Level IV	<del>72,777</del> 80,055	<del>75,665</del> 83,232	<del>78,669</del> 86,536	<del>81,791</del> 89,970	<del>85,042</del> 93,546	<del>88,420</del> 97,262	<del>91,932</del> 101,125	<del>95,589</del> 105,148	<del>99,387</del> 109,326	<del>103,341</del> 113,675	<del>105,913</del> 116,504

- Level I Community Health Worker I
- Level II Community Health Worker II
- Level III Licensed Social Worker/Mental Health Professional
- Level IV Licensed Clinical Social Worker/Clinical Mental Health Professional

185 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the ~~23/24~~ 24/25 school year will be allowed an additional 2% over that particular salary.

No movement will be approved until all requirements are met and credentials are received.

**NYE COUNTY SCHOOL DISTRICT  
BOARD OF TRUSTEES REGULAR MEETING MINUTES  
SEPTEMBER 21, 2023**

Present: Bryan Wulfenstein, President; Larry Small, Clerk; Chelsy Fischer, Member; Nathan Gent, Member; Robert White, Member; Leslie Campos, Member via Zoom; Chelsea Silva, Member; Laura Weir, Interim Superintendent; Ray Ritchie, Chief Operating Officer; Chelle Wright, Interim Director of HR; Rob Williams, Director of Technology; Brian Kunzi, Legal Counsel; Kelly Wood, Executive Secretary

Absent: None

**CALL TO ORDER**

The meeting was called to order at 5:31 p.m. at the Southern District Office, located at 484 S. West Street, Pahrump, NV. Mrs. Silva led the Board members, administrators and guests in reciting the Pledge of Allegiance. Roll was called. Mr. Gent read the Mission Statement & Goals.

**ADOPTION OF AGENDA**

Mr. Small proposed to move Item No. 18 to be heard prior to Item No. 9. Mr. White made a motion to approve the agenda with the proposed change. Mr. Small seconded, and the motion passed with a vote all in favor.

**RECOGNITIONS**

Mr. White thanked Mrs. Weir for organizing the school visits in the north. He also thanked the administrators, faculty, and staff for their hard work, creativity, and passion for students.

**PUBLIC INPUT**

Arthur Hodge spoke about his concerns with the lack of diversity within Nye County School District.

Sylvia DeMasi gave shout-outs to the Transportation Dept., bus drivers, J.G. staff, and asked the BOT to think about NCSD staff and students when choosing a superintendent.

Amy Veloz sent an email regarding the selection of the superintendent.

**CONSENT AGENDA**

Mrs. Fischer made a motion to approve. Mr. Small seconded and the motion passed all in favor. Mr. Gent abstained on the vote regarding the September 11, 2023 Minutes.

**SELECTION OF A SUPERINTENDENT**

Mr. Gent removed himself for this item, and will abstain from voting. The BOT thanked the candidates for applying, and thanked Mrs. Weir for doing a great job as Interim Superintendent. Mr. Small made a motion to hire Joe Gent as superintendent. Mr. Wulfenstein seconded, and the vote went as follows:

Mrs. Silva, aye; Mr. White, nay; Mrs. Campos, aye; Mrs. Fischer, aye; Mr. Small, aye; Mr. Wulfenstein, aye. Mr. Gent abstained. The motion passed with the majority vote in favor.

**SCHOOL SPOTLIGHTS**

None.

**ADMINISTRATOR’S REPORT**

None.

**SUPERINTENDENT’S REPORT**

Mrs. Weir stated instead of emailing her Friday Update, she would speak about the updates here. She reported on various updates given from Karen Holley, Shanda Roderick, Joe Schmidt, and Brittney Varao.

**BOARD REPORTS**

Mr. White spoke about the NASB MTSS training he attended with Mrs. Campos. The stated it was very informative.

Mrs. Campos stated it was a pleasure to visit Gabbs School, and they are doing an amazing job.

Mr. Small thanked Mrs. Weir and Mr. White for arranging and attending the school visits to Mt. Charleston ES, Floyd ES, and Hafen ES. He appreciated the time to be able to be there. He then thanked the district for allowing them to attend the NASB MTSS training, stating it was an eye-opener.

Mrs. Fischer thanked Sylvia DeMasi for donating books to the J.G. Johnson ES students. She also thanked Hafen ES principal Dubb Mapp for shoveling the mud in his parking lot himself after all the rain had come. She then spoke about SSRI training, and will be contacting the state inquiring about training for NCSD staff.

**APPROVAL OF THE FRESH FRUITS AND VEGETABLES GRANT**

Karen Holley presented the grant, and explained that the different amounts are due to the number of students in each school. Discussion ensued. Mrs. Fischer asked if she could see the entire grant application for future grants. Mr. Gent made a motion to approve. Mrs. Fischer seconded, and the motion passed with a vote all in favor.

**AWARD OF BID FOR THE ROSEMARY CLARKE MIDDLE SCHOOL ROOF REPAIR PROJECT**

Joe Schmidt presents the bid to the BOT. Mr. Small asked about the timeframe, and Mr. Schmidt stated the work would take place on the weekends and after hours. Mrs. Silva asked if there will be staff available to clean up the area when students are back on campus, and Mr. Schmidt replied there are custodians and contractors that will make sure that is taken care of. Mr. Wulfenstein asked if Mr. Schmidt knows what the code enforcement is in the area regarding work times and restrictions, and Mr. Schmidt replied he would look into it. Mr. Gent made a motion to award the bid to Western Single Ply for \$1,490,097.00. Mr. Small seconded, and the motion passed with a vote all in favor.

**APPROVAL OF WARRANTS**

Mr. Small made a motion to approve check vouchers: No. 1037 for \$92,390.51; No. 1043 for \$44,309.59; No. 1044 for \$227,343.67; No. 1046 for \$514,687.69; No. 1047 for \$41,630.50; No. 1048 for \$116,458.93; No. 1053 for \$60,353.59; No. 1055 for \$86,309.46; No. 1056 for \$41,747.63; No. 1060 for \$683.62; No. 1061 for \$267,387.10; No. 1062 for \$95,370.13; No. 1068 for \$682,424.23; No. 1069 for \$285,896.92; No. 1070 for \$22,253.00; No. 1071 for \$202,865.31; No. 1072 for \$1,978.16; No. 1075 for \$10,555.33; No. 1488 for \$4,113.80; No. 1489 for \$5,085.74; No. 1492 for \$13,100.00; No. 1493 for \$5,468.27; No. 1497 for \$6,904.32; No. 1498 for \$51,413.11; and No. 1500 for \$348.59. Mr. White seconded, and the motion passed with a vote all in favor.

**CLOSED SESSION**

Mr. White made a motion to go into closed session. Mr. Gent seconded, and the motion passed with a vote all in favor.

The BOT went into closed session at 6:41 p.m., and back into open session at 7:30 p.m.

**RATIFICATION OF NEGOTIATED AGREEMENT BETWEEN NYE COUNTY SUPPORT STAFF ORGANIZATION (NCSO)**

Mrs. Wright explained the changes in the contract. Mr. Gent made a motion to approve. Mr. White seconded, and the motion passed with a vote all in favor.

**APPROVAL OF THE NYE COUNTY SCHOOL DISTRICT NON-REPRESENTED EMPLOYEES' SALARY SCHEDULES**

Mr. Ritchie explained the changes to the salary schedules. Mr. Gent made a motion to approve. Mr. Small seconded, and the motion passed with a vote all in favor.

**APPROVAL OF A NEW PHYSICAL EDUCATION TEACHER POSITION FOR AMARGOSA VALLEY K-8 SCHOOL**

Mrs. Wright explained the need for the position. Mrs. Fischer made a motion to approve. Mr. Gent seconded, and the motion passed with a vote all in favor.

**APPROVAL OF AN AMERICAN SIGN LANGUAGE (ASL) INTERPRETER LEVEL II, AND CLARIFICATION OF LEVELS**

Mrs. Wright explained the need for the Level II position, and clarified Levels I and II. Discussion ensued. Mr. Gent made a motion to approve. Mrs. Campos seconded, and the motion passed with a vote all in favor.

**APPOINTMENT OF COMMITTEES**

The BOT discussed and appointed members to the committee vacancies.

**DISCUSSION REGARDING FUTURE BOARD MEETING TOPICS**

Mr. Small asked about the Hope Squad. Mrs. Weir stated that updates had recently gone out, and will keep the BOT updated. Mr. Small also stated he would like to see an update about Duckwater School.

Mr. Wulfenstein asked about the Superintendent's contract. Mr. Kunzi stated he can get a contract together by looking at past contracts. A Special Meeting will be set for September 27, 2023 to approve the Superintendent's contract. Mr. Wulfenstein also stated he would like a future topic regarding Silver Rim School.

Mr. Kunzi talked about setting up a training workshop for new Board members.

**CHANGE OF DATE/ATTENDANCE AREA OF FUTURE BOARD MEETINGS**

None.

**PUBLIC INPUT**

None.

**ADJOURNMENT**

Mr. Wulfenstein adjourned the meeting at 8:30 p.m.

By  \_\_\_\_\_  
Larry Small, Clerk

**EMPLOYMENT AGREEMENT BETWEEN  
NYE COUNTY SCHOOL DISTRICT AND JOSEPH H. GENT**

This Agreement, made and entered into on the 4th day of October 2023, by and between the Board of Trustees of the Nye County School District ("Board") and Joseph H. Gent ("Superintendent"), is based upon the following:

- A. Board agrees to employ Superintendent, and Superintendent desires to be employed by Board based upon the terms and conditions set forth in this Agreement.
- B. Both parties agree that a written employment agreement will enhance administrative stability and continuity within the schools, which the parties agree will improve the quality of the overall educational program in the District.
- C. Board and Superintendent agree that a written employment agreement is also necessary to fully describe their relationship and to serve as a basis for effective communication between the parties as they fulfill their governance and administrative functions in the operation of the educational programs of the District.

Both parties agree the development of goals and a program for the achievement of the goals is a necessary and important function of the Superintendent. This contract is a performance-based contract requiring the development of a program for achievement of the goals designed to improve student performance and academic achievement. Annually, the Superintendent shall (1) evaluate student performance including, but not limited to student performance on standardized tests, successful completion of the curriculum and attendance rates; (2) review the curriculum and instructional services, and (3) report to the Board on (a) the findings as to student performance and (b) make recommendations, if any, for curriculum or instructional change as a result of the evaluation of student performance.

Based upon the foregoing, Board and Superintendent agree as follows:

**I. TERM**

- A. Board agrees to employ Superintendent beginning on October 4, 2023 until June 30, 2027.
- B. At the conclusion of the primary term, this contract shall subsequently extend for additional terms of one (1) year, unless, no later than six (6) months prior to the conclusion of the term in effect, the Board provides the Superintendent written notice of its intention to not renew the Contract.

**II. PROFESSIONAL CERTIFICATION**

Upon execution of this Agreement, Superintendent shall furnish Board a valid and appropriate certificate issued by the Nevada Department of Education authorizing Superintendent to act as Superintendent of Schools in the State of Nevada. Superintendent shall be responsible for updating this Certificate on an annual basis so that a valid certificate exists at all times Superintendent is employed by Board.

### III. DUTIES OF SUPERINTENDENT

Superintendent shall be responsible for the administration of all schools under the direction of Board. Superintendent shall act as Chief Executive Officer of the Board and shall perform the following duties, as well as others to be assigned to him by Board:

- A. Organize, reorganize and arrange the administration and supervisory staff, including instruction and business affairs, to best serve the interests of the District;
- B. Carry out all duties of Superintendent as set forth in the Nevada Revised Statutes and the Nevada Administrative Code as those provisions exist from time to time;
- C. Select all personnel subject to the approval of Board as required by regulation or statute;
- D. Suggest, from time to time, regulations, rules, policies and procedures deemed necessary for the well-being of the school district;
- E. In general, perform all duties incident to the office of Superintendent: and
- F. Any such other duties, consistent with the professional role and responsibility of the Superintendent, as may be described by the Board of Trustees from time to time.

Superintendent agrees to execute and implement policies developed by the Board for the direction and operation of the District.

Superintendent shall be responsible, and shall account for his actions and decisions, to the entire Board and not to any individual members of the Board.

Superintendent shall attend all Board meetings and assigned committee meetings and shall provide administrative recommendations on each item of business considered by Board meetings and assigned committees.

### IV. DUTIES OF THE BOARD

Board shall have exclusive jurisdiction in determining and developing policies for the direction and operation of the school system.

Board, individually and collectively, will promptly refer all pertinent and significant matters including any criticisms, complaints and suggestions called to the attention of Superintendent for his review, recommendation and response.

### V. COMPENSATION

Board shall pay Superintendent a base annual salary of One Hundred Seventy-Five Thousand Dollars (\$175,000) plus any educational stipends paid to other Non-Represented Administrative Employees of the District.

During the Term, the Superintendent may receive annual raises that may be approved for or received by other Non-Represented Administrative Employees of the District. Such adjustments as to salary shall be made in the form of a written addendum to this Contract and shall not constitute the creation of a new agreement.

## **VI. PROFESSIONAL GROWTH OF SUPERINTENDENT**

In order to encourage the professional growth of Superintendent, Board agrees to his participation in the following activities:

- A. Operations, programs and other activities conducted by local, state and national school administrator and school board associations;
- B. Seminars and courses offered by public or private educational institutions;
- C. Informational meetings with other persons whose particular skills, knowledge or background that will assist Superintendent in carrying out his professional responsibilities to the school district; and
- D. Visits to other institutions.

Board shall permit a reasonable amount of release time for Superintendent to attend the above-described matters, not to exceed ten (10) workdays. Board shall pay the necessary fees for travel and subsistence, after proper documentation of expenses by Superintendent in accordance with District policy, and as approved in the annual budget. Additional release time may be approved by the Board upon written request by the Superintendent.

## **VII. VACATION AND OTHER BENEFITS**

Board agrees to the following:

- A. Superintendent shall be entitled to all benefits applicable to a twelve-month (minimum of two hundred and sixty working days) administrative employee. Specifically, these benefits include:
  - a. Paid holidays;
  - b. Fifteen (15) days sick leave;
  - c. Upon termination of employment, Superintendent shall receive a lump sum payment for accumulated sick leave, up to one hundred forty (140) days maximum, at the rate of 35% of his then current daily salary multiplied by the number of days of accumulated sick leave;
  - d. Twenty (20) days of annual leave each year, accumulated to a maximum of forty-five (45) days;
  - e. Thirty-two (32) hours of personal leave each year. Unused personal leave may not be, accumulated;
  - f. Full medical insurance premiums for Superintendent per the District's insurance plan;

- g. All previous earned sick leave, personal leave and annual leave with the District will be credited to this contract up to the maximum accruals provided for herein for each category of leave; and
  - h. Payment of 100% into PERS annually;
- B. Board shall pay Superintendent's membership fees in the American Association of School Administrators, Nevada Association of School Administrators and other professional groups necessary to improve Superintendent's skills as permitted by state law and as approved in the annual budget.
- C. Superintendent shall be entitled to normal travel and per diem reimbursement for any travel and per diem expenses incurred by Superintendent outside of the area of his primary residence, in accordance with District policy.

### **VIII. TRANSPORTATION**

Board shall provide Superintendent with a vehicle in good working condition for use on "official District business", which shall be defined as business conducted or done in furtherance of the duties and responsibilities of Superintendent as described in Article III, above. Superintendent shall be assigned a 4-wheel drive vehicle, if available. Board shall pay for fuel, maintenance, insurance, and other associated costs incurred as part of official duties. Superintendent will have twenty-four (24) hour access to the District vehicle, including to and from Superintendent's residence in Pahrump, Nevada, except in no event shall the District vehicle be used for personal use except as otherwise set forth herein.

### **IX. PROFESSIONAL LIABILITY**

The District agrees that it shall defend, indemnify and hold harmless Superintendent from any and all demands, claims, actions and legal proceedings brought against Superintendent in his individual capacity, or in his official capacity as an agent and employee of the District, provided the incident which is the subject of the claim, demand or suit arose while Superintendent was acting within the course and scope of his employment and does not involve criminal charges against Superintendent. In no event shall individual Board members be considered personally liable for indemnifying Superintendent against any such demands, claims, suits, actions or legal proceedings. The parties agree that the District's liability insurance carrier may have rights to express opinions and render decisions concerning coverage for any claim, demand, suit or legal proceeding which may be brought against Superintendent, and that those rights may supersede the rights set forth in this paragraph.

If, in the opinion of District legal counsel, a conflict exists between Superintendent and the District in the defense of a claim, Superintendent may engage the services of private counsel. In such situations, the District shall indemnify Superintendent for the costs of legal defense as permitted by state law, and as reviewed and approved by the District. In the event the District and Superintendent have adverse interests in such litigation, the District shall not be responsible to pay any of the costs of such legal proceedings incurred by Superintendent.

## X. GOALS AND OBJECTIVES

Both parties agree the development of goals and a program for the achievement of the goals is a necessary and important function of the Superintendent. This contract is a performance-based contract requiring the development of a program for achievement of goals designed to improve student performance and academic achievement.

Superintendent shall no later than November 30, 2023, prepare for review and approval by the Board a long-range plan for achievement of the goals as set forth in Attachment "A". It is expected that the long-range plan shall be implemented by the start of the Spring semester in January of 2024.

Annually, the Superintendent shall (1) evaluate student performance including, but not limited to student performance on standardized tests, successful completion of core standards and desired attendance rates; (2) review the curriculum and instructional services; (3) report to the Board on the findings as to student performance and progress towards meeting Superintendent goals; and (4) report to the Board recommendations, if any, for curriculum or instructional changes needed as a result of the evaluation of student performance and attainment of Superintendent Goals.

Each succeeding year thereafter, Board and Superintendent shall meet to establish goals and objectives for the District for the ensuing school year. The parties shall specify the goals, objectives and criteria used to measure the same in writing. Board shall use this and other relevant information to evaluate Superintendent's performance on an annual basis.

## XI. EVALUATIONS

Each Trustee shall submit a completed evaluation to the District's Human Resources Director. The evaluation form shall provide Superintendent with a written assessment of his performance at least one time per year for the term of this Agreement. Each Trustee shall indicate whether Superintendent's performance during the past year has been satisfactory. Trustees shall use the Goals and Objectives defined in Articles XI, above, and the duties and responsibilities of Superintendent as set forth in Article III, above, in rendering their evaluations. If a Trustee does not submit an evaluation form, Superintendent's performance shall be deemed satisfactory from that Trustee. Superintendent shall be permitted to file a response to any submitted evaluation form. All evaluation forms and responses shall be placed in the Superintendent's employee file. All evaluation forms and responses are public records and shall be posted on the District website.

If Superintendent receives a satisfactory evaluation from a majority of the Board, Superintendent shall receive an increase to his base salary equal to the percentage increases approved by the Board on September 21, 2023 for Non-Represented Administrative Employees of the District. Said increase shall only apply to Superintendent's first evaluation and subsequent increases must be separately negotiated as set forth in Article V above.

## XII. TERMINATION OF EMPLOYMENT AGREEMENT

Board and Superintendent may terminate this Agreement by any one or any combination of the following:

- A. Mutual agreement of the parties;

- B. Retirement of Superintendent;
- C. Disability of Superintendent;
- D. Discharge of Superintendent for cause as defined in greater detail below; or
- E. Death of Superintendent.

Should Superintendent's sick leave be exhausted due to illness, disability or incapacity, compensation shall be reinstated following Superintendent's return to employment and undertaking of all of his responsibilities and duties as set forth in Article III, above.

Termination for cause shall constitute conduct, which is seriously prejudicial to the District, including, but not limited to, neglect of duty or breach of this Agreement. Discharge for cause may be based on the grounds set forth in NRS 391.750 for the dismissal of certified teachers and administrators, but may also include other material breaches of this Agreement or conduct of Superintendent which reflects adversely on the District. Superintendent shall be served with written notice of the basis for dismissal together with the hearing and procedural rights provided under NRS 391.750 to NRS 391.810, inclusive, if the discharge is based on any of the grounds set forth in NRS 391.750. Superintendent may be accompanied by legal counsel at any termination hearing or meeting; however, Superintendent shall bear all of his costs and attorney's fees incurred in retaining and employing legal counsel to represent Superintendent in any termination hearing. If Superintendent is not terminated following any termination hearing or meeting, Superintendent shall be reimbursed for any fees and costs incurred by the Superintendent.

Should Superintendent be dismissed for cause, he shall immediately forfeit all salary other than salary and unused accumulated vacation pay due and owing at the time of dismissal. Said forfeiture shall be effective on the date of Board's final decision to dismiss Superintendent.

### **XIII. MISCELLANEOUS**

All notices required or permitted to be given by law or by the terms of this Agreement shall be in writing and shall be considered given when mailed by certified or registered mail, postage prepaid, receipt for delivery requested, addressed to the party to be served and properly deposited in the United States mail. Notice shall be given to the parties at the addresses listed below the parties' signatures to this Agreement. Any change in the address of any party shall be given by the party having such change to the other in the manner provided above. Thereafter, all notices shall be given in accordance with the notice of change of address set forth herein. Notices given prior to actual receipt of the notice of change of address shall not be invalidated by the change.

This Agreement supersedes any and all other agreements and contains the entire agreement of the parties on the matters covered. No agreement other than this Agreement and no statement or promise made by any party to the other that is not in writing and signed by all of the parties shall be binding.

Neither party may assign the party's rights and obligations under this Agreement without the prior written consent of the other party.


The unenforceability, invalidity, or illegality of any provision of this Agreement shall not render any other provisions unenforceable, invalid or illegal.

This Agreement shall be governed and construed in accordance with the laws of the State of Nevada as they exist from time to time.

The captions of this Agreement shall have no effect on its interpretation.


Dated this 4th day of October, 2023,

**SUPERINTENDENT**

  
\_\_\_\_\_  
Joseph H. Gent  
Superintendent

Address:  
5383 E. Cansano St.  
Pahrump, NV, 89061

**NYE COUNTY SCHOOL DISTRICT**

  
\_\_\_\_\_  
Bryan Wulfenstein  
Board President

  
\_\_\_\_\_  
Larry Small  
Board Clerk

Exhibit A  
SUPERINTENDENT GOALS

1. Develop and annually update the Long-Range Plan and the Key Performance Indicators (KPI) in the Long-Range Plan addressing:

- Space and Equipment Needs
- Achievement gap
- Social-Emotional learning
- Mental Health
- Inclusionary practices

2. Student Learning and Academic Achievement

Create a positive and nurturing environment that is foundational to student success. Enhance and support a culture of academic excellence while working to close the achievement gap.

Indicators of Success:

- Preparation of students for advancement from primary/elementary to middle school to high school
- Establish and measure Key Performance Indicators for academics, social/emotional learning and closing the achievement gap.
- Champion active collaboration among staff
- Support and enhance student learning through technology commitment.

3. Evaluate and Recommend Facilities that Enhance Student Learning

- Recommend facilities that accommodate and adequately support current educational needs and allow for flexibility to support long-term future needs. Strategically plan for the maintenance of all buildings and grounds.

Indicators of Success:

- Evaluate space utilization
- Ensure and evaluate level of safety and security for all schools including fostering partnerships with civic agencies.
- Implement plans for well-maintained building and grounds on a scheduled basis.

4. Financial Management that Support Student Learning

- Establish an annual budget with a five-year forecast that prioritizes cost containment and uses resources responsibly
- Engage all communities relative to financial priorities
- Evaluate spending for reliability, impact, efficiency and satisfaction of mission

5. Commitment of Staff to Student Learning

Recruit, support and encourage retention of employees at all levels in a thriving work environment that encourages staff learning, growth, commitment to student achievement and to have a voice in the decision-making process.

Indicators of Success:

- Staff is highly engaged in the work, are proud of their work, feel valued, and are focused on the mission of the District and in particular with closing the academic gap to foster student achievement
- Quality professional and mentoring opportunities that are key to the District mission that promote individuals to develop the skills and knowledge they need to be successful in their role
- Provide all teachers opportunities to engage the district beyond the classroom.

6. District Community Culture and Climate to enhance student learning and enhance a healthy, productive and collaborative relationship with District stakeholders through transparent communications.

Indicators of Success:

- Increase parent engagement and ensure they feel connected to the staff and to the overall local school community.
- Continuously improve a welcoming culture in each of our District communities.
- Continuously improve satisfaction among students, parents and staff
- Each community I informed about District practices, decisions and operations.
- Enhance the understanding on the various community perspectives on District topics.
- Improve stakeholder and community pride in the District.

**NYE COUNTY SCHOOL DISTRICT -2023-2024  
MASTER SALARY SCHEDULE**

**FINAL 2023-2024**  
Updated:

**NON UNION POSITIONS**

Assistant/Associate Superintendent	2
Chief Operating Officer	3
District Secretary	4
Payroll Tech, Benefits Tech, HR Generalist, Accounts Payable, Grant Site Manager	5
Executive Secretary, Board Clerk, Executive Assistant	6
Senior Payroll Technician, Human Resource Generalist Senior	7
Accountant	8
District Office Receptionist	9
District Administration Clerical Aide, Grant Site Rep	10
Director - Licensed/Non-Licensed	11
Coordinator - Licensed/Non-Licensed (12 Month)	12
Coordinator - Licensed/Non-Licensed (220 days)	13
School Site Registered Nurse	14
School District Registered Nurse	15
Psychologist	16
Physical Therapist, Occupational Therapist	17
Part Time	18
Facility Engineer, Asst Tech Supervisor, Senior Data Analyst	19
Mechanical Systems, Electrical and Refrigeration Technician	20
Skilled Maintenance Worker	21
Supervisor Custodian/Maintenance	22
Automotive Shop	23
Mechanics Helper	24
Transportation Supervisor	25
Transportation Dispatcher/Route Specialist	26
Assistant Food Service Coordinator, Nutrition Specialist	27
Cafeteria Personnel	28
Grant Writer	29
Community Health Workers	30
Licensed Social Worker/Mental Health Professional	30
Licensed Clinical Social Worker/Clinical Mental Health Professional	30

**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

**ASSOCIATE/ASSISTANT SUPERINTENDENT**

Steps	I	II
0	107,205	109,797
1	109,646	112,296
2	112,893	115,621
3	116,038	118,843
4	119,398	122,284
5	122,645	125,611
6	125,898	128,943
7	129,151	132,276
8	132,392	135,595
9	135,647	138,929
10	138,900	142,261
15	142,153	145,593
20	145,413	148,932
25	148,667	152,264

Column I Associate Superintendent; 12 month

Column II Assistant Superintendent; 12 month

Education Masters + 16 graduate semester hours = \$2,000  
 Masters + 32 graduate semester hours = \$2,500  
 Doctorate = \$3,000

The Nye County School District will recognize five (5) years outside Administrative experience beginning at step 0 or more at the Superintendent's discretion.

Employees who have attained the position of Step 25 on the above Salary Schedule prior to the-23/24 school year will be allowed an additional 2% over that particular base salary.

**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

**CHIEF OPERATING OFFICER**

Steps	0	1	2	3	4	5	6	7
	115,440	118,448	121,454	124,459	127,468	130,477	133,484	136,493

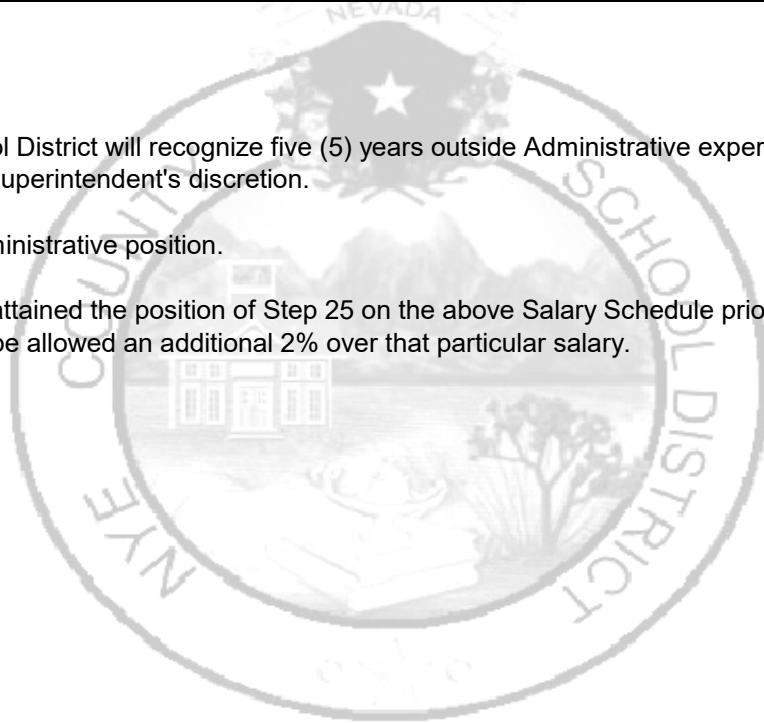
Steps	8	9	10	15	20	25
	139,499	142,507	145,513	148,518	151,527	154,533

12 Month

The Nye County School District will recognize five (5) years outside Administrative experience beginning at step 0 or more at the Superintendent's discretion.

This is a classified administrative position.

Employees who have attained the position of Step 25 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**DISTRICT SECRETARY**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	19.13	20.53	21.93	23.32	24.72	26.11	27.51	28.90	30.30	31.70	33.09	34.41

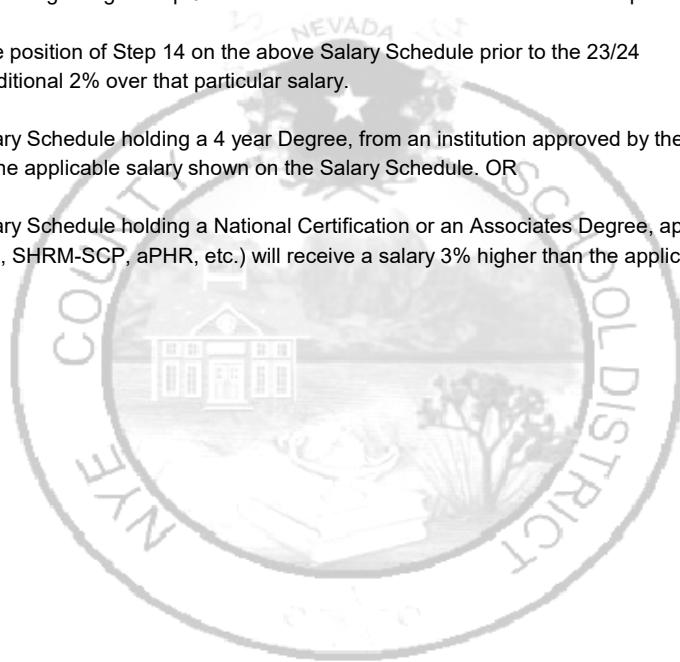
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
Reduction	
:	-1.875%
<b>NON-EXEMPT</b>	

**Payroll Tech/Benefits Tech/Accounts Payable/  
HR Generalist/Grant Site Manager**

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	21.82	23.20	24.61	26.00	27.40	28.79	30.20	31.59	32.99	34.39	35.78	37.18

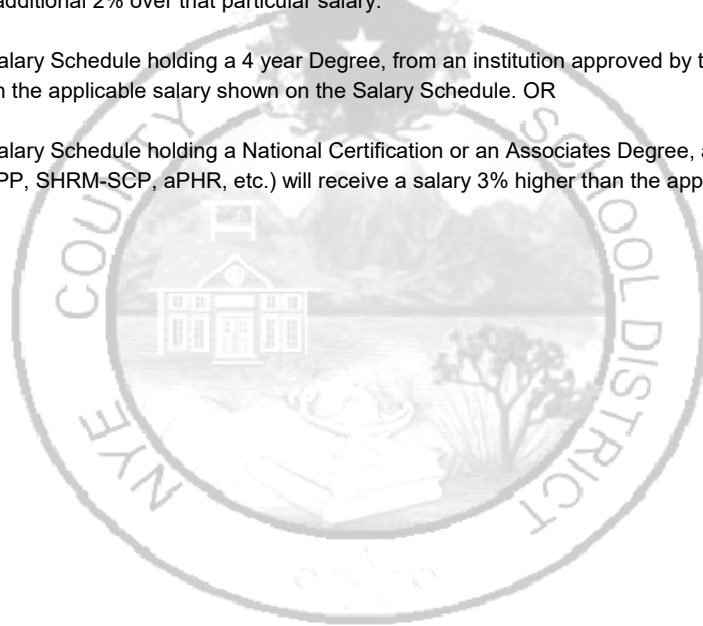
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**EXECUTIVE SECRETARY/BOARD CLERK**

**EXECUTIVE ASSISTANT**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	23.50	24.89	26.29	27.68	29.08	30.48	31.88	33.27	34.67	36.07	37.46	38.86

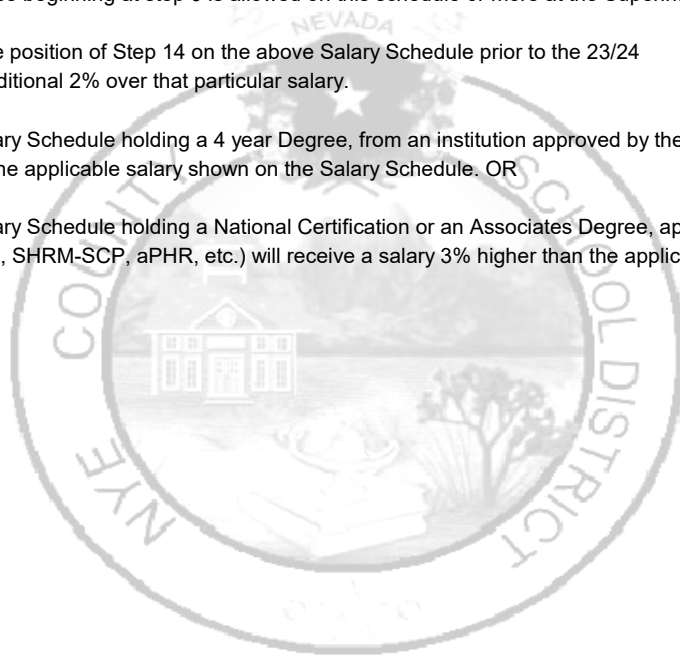
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT -2023-2024**

**SENIOR PAYROLL TECHNICIAN/**

**HUMAN RESOURCE GENERALIST SENIOR**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	25.63	27.01	28.42	29.82	31.21	32.61	34.00	35.40	36.81	38.19	39.60	40.99

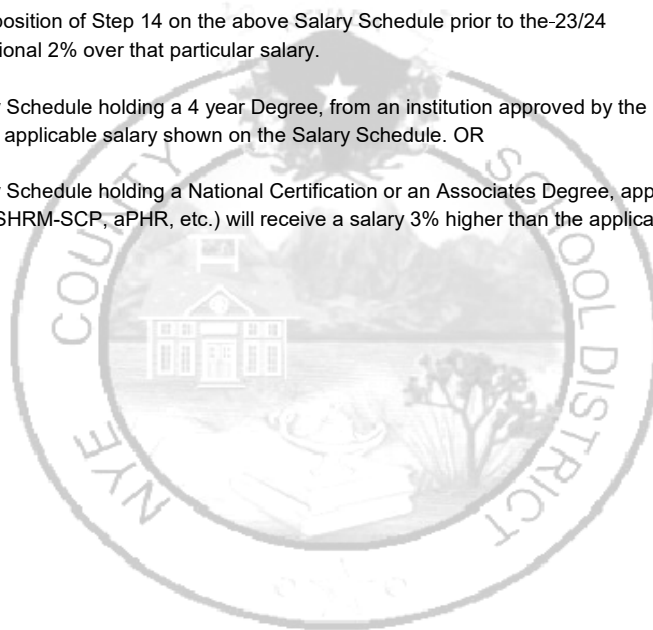
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the-23/24 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

**ACCOUNTANT**

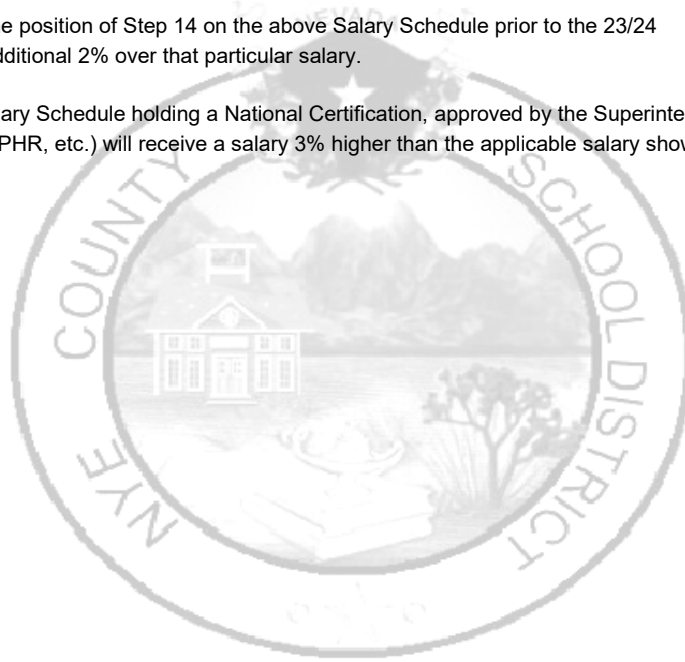
Steps	0	1	2	3	4	5	6	7	11	12	14	15
	30.51	31.91	33.31	34.71	36.10	37.51	38.89	40.30	41.70	43.09	44.49	45.89

12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a National Certification, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2022-2023**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

**DISTRICT RECEPTIONIST**

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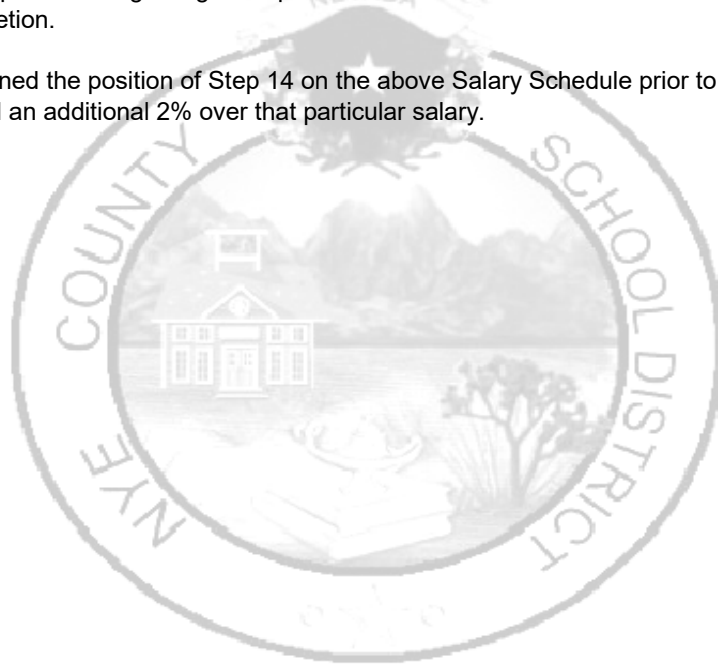
Steps	0	1	2	3	4	5	6	7	11	12	14	15
	16.81	17.25	17.73	18.21	18.69	19.20	20.17	20.27	20.82	21.39	21.96	22.43

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12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**DISTRICT CLERICAL AIDE/GRANT SITE REP**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

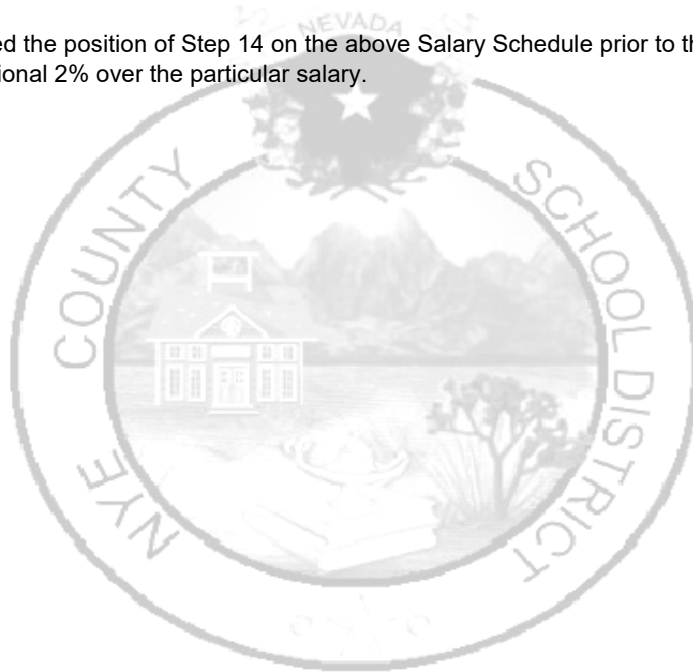
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Steps	0	1	2	3	4	5	6	7	11	12	14	15
	17.29	18.73	20.17	21.64	23.12	24.55	25.99	27.49	28.89	30.30	31.73	33.22

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Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the-23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

**DIRECTOR - LICENSED / NON LICENSED**

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Steps	0	1	2	3	4	5	6	7	11	12	14
	97,302	100,177	103,043	105,919	108,791	111,663	114,532	117,407	120,279	123,150	126,022

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12 Month

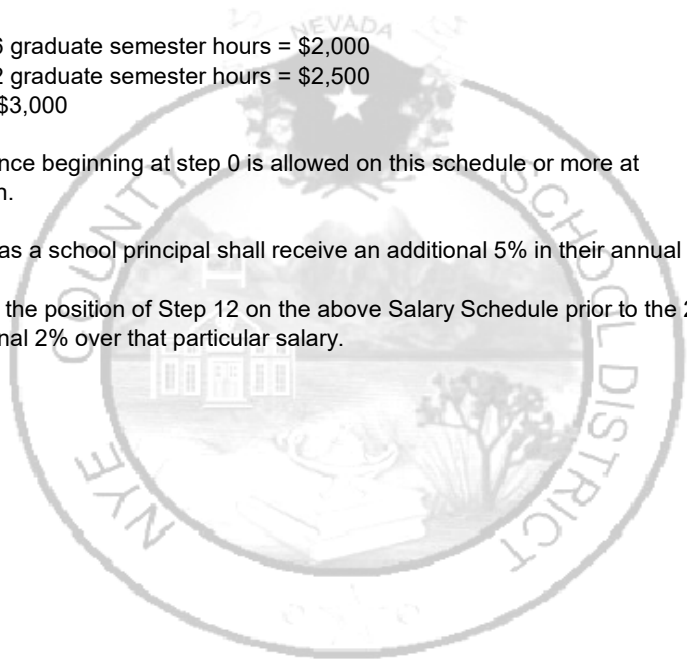
Education for

- Licensed person| Masters + 16 graduate semester hours = \$2,000
- Masters + 32 graduate semester hours = \$2,500
- Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

A director who is also serving as a school principal shall receive an additional 5% in their annual salary

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**COORDINATOR - LICENSED / NON-LICENSED**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

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Steps	0	1	2	3	4	5	6	7	11	12	14
	78,149	81,007	83,895	86,766	89,637	92,512	95,382	98,248	101,124	104,001	106,871

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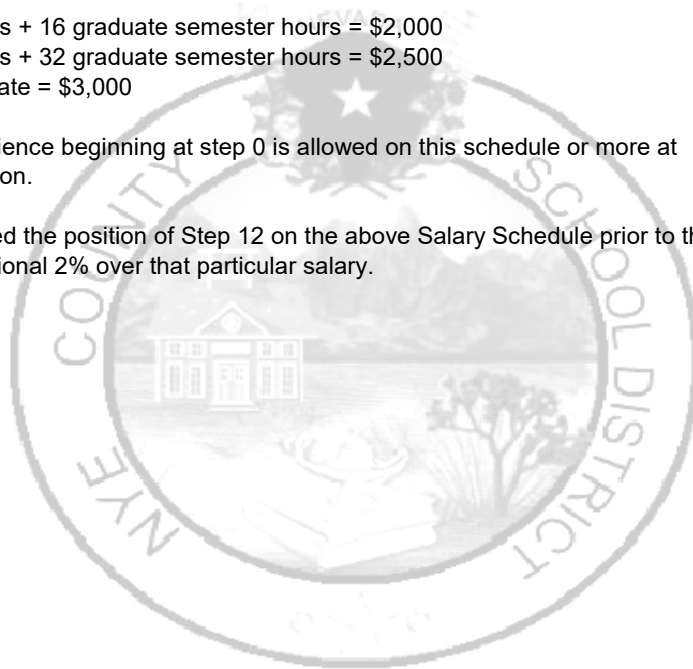
12 Month

Education for

Licensed personnel: Masters + 16 graduate semester hours = \$2,000  
 Masters + 32 graduate semester hours = \$2,500  
 Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

**COORDINATOR - LICENSED / NON-LICENSED**

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Steps	0	1	2	3	4	5	6	7	11	12	14
	66,215	68,634	71,077	73,507	75,934	78,365	80,796	83,220	85,654	88,088	90,517

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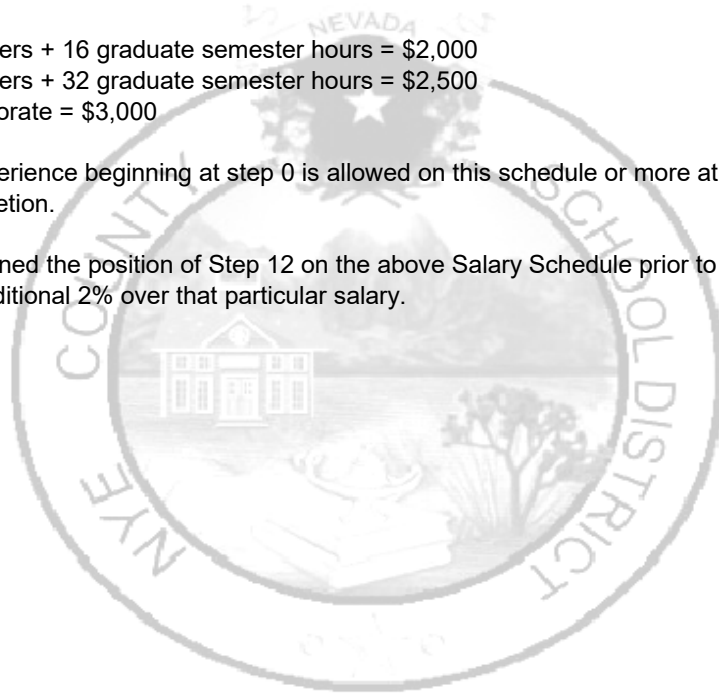
220 Days

Education for

Licensed personnel: Masters + 16 graduate semester hours = \$2,000  
 Masters + 32 graduate semester hours = \$2,500  
 Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

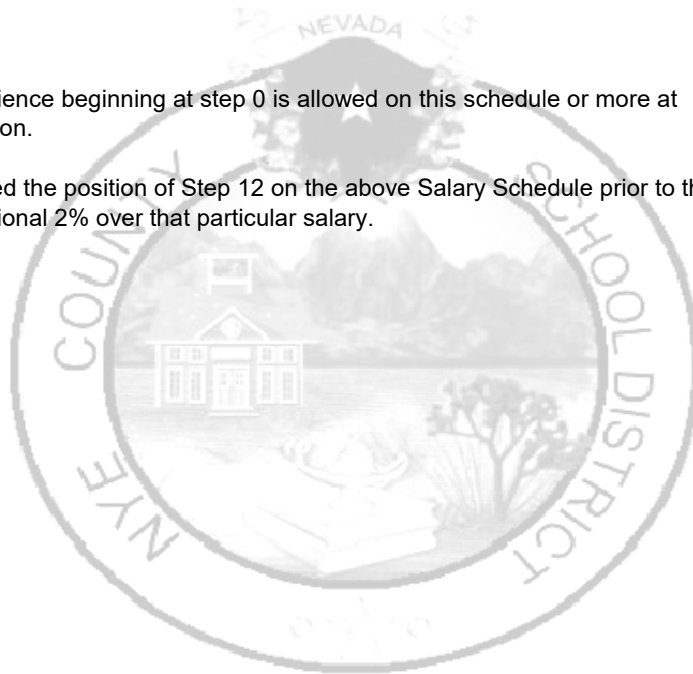
**SCHOOL SITE REGISTERED NURSE**

Steps	0	1	2	3	4	5	6	7	11	12	14
<b>R.N.</b>	40,016	41,299	42,577	43,856	45,134	46,411	47,688	48,957	50,231	51,510	52,789
<b>R.N. w/ a BSN</b>	47,688	48,960	50,239	51,523	52,796	54,073	55,346	56,618	57,881	59,446	60,554

190 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

**SCHOOL DISTRICT REGISTERED NURSE**

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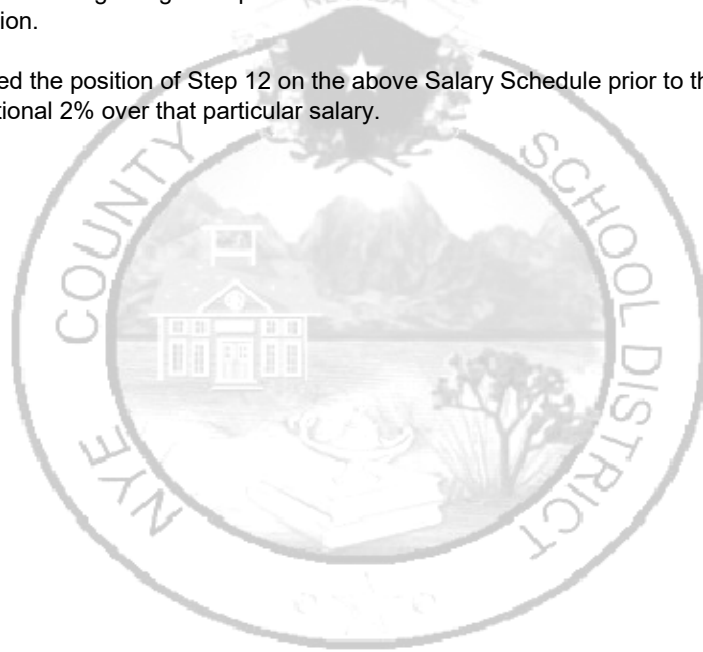
Steps	0	1	2	3	4	5	6	7	11	12	14
	54,959	57,248	59,541	61,831	64,123	66,418	68,709	71,001	73,325	75,799	77,973

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220 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

**PSYCHOLOGIST**

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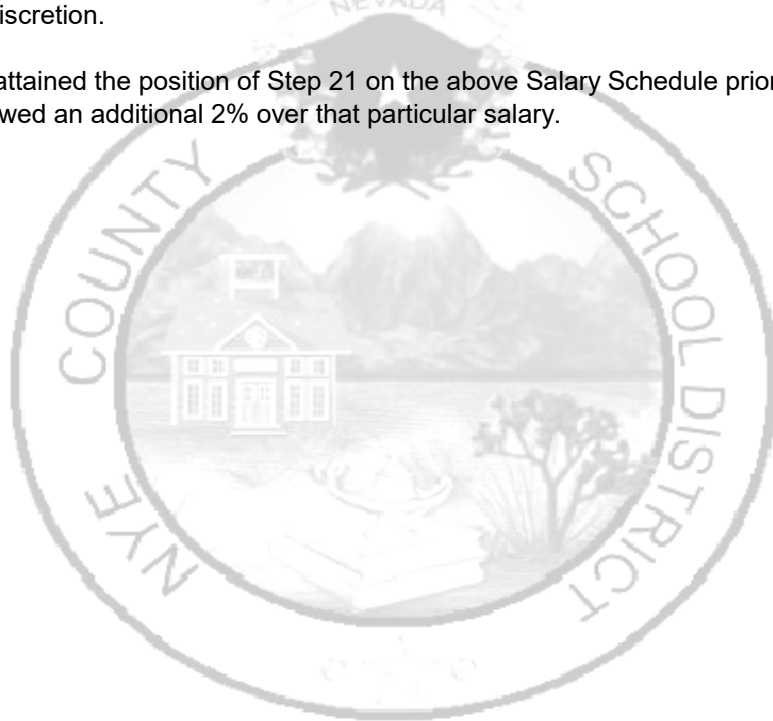
Steps	0	1	2	3	4	5	6	11	16	21
	70,137	74,207	78,274	82,343	86,409	90,481	94,548	98,615	102,682	106,752

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192 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 21 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

**PHYSICAL THERAPIST**

**OCCUPATIONAL THERAPIST**

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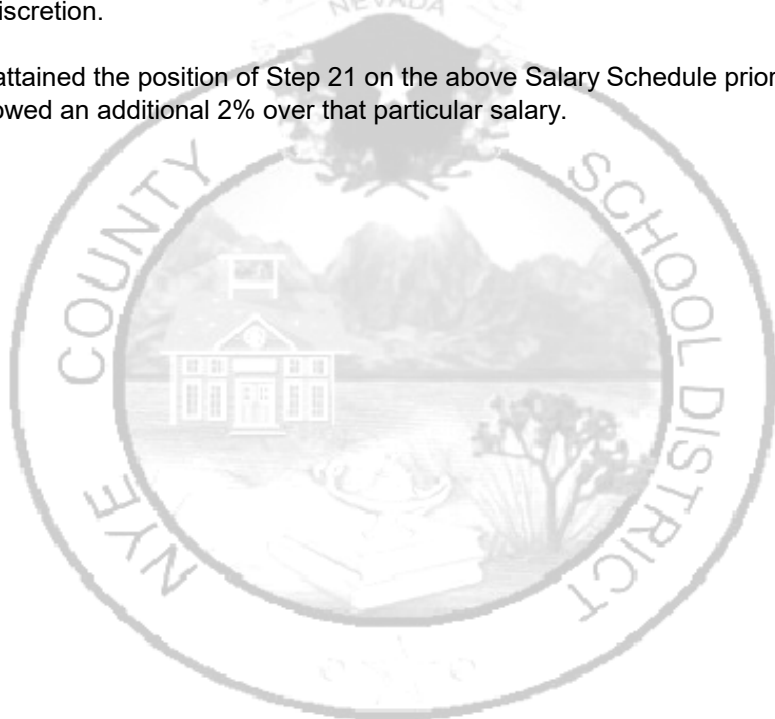
Steps	0	1	2	3	4	5	6	11	16	21
	80,551	83,012	85,473	87,936	90,399	92,857	95,318	97,782	100,242	102,705

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183 days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 21 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.



**PART TIME**

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**EXEMPT**

(1) Certified Substitute Teacher	130.00	Per Day - 18.57 Per Hour
(1) Non-Licensed Substitute Teacher (only rural areas)	120.00	Per Day - 17.14 Per Hour
(1)*Long term Substitute	145.00	Per Day - 20.71 Per Hour

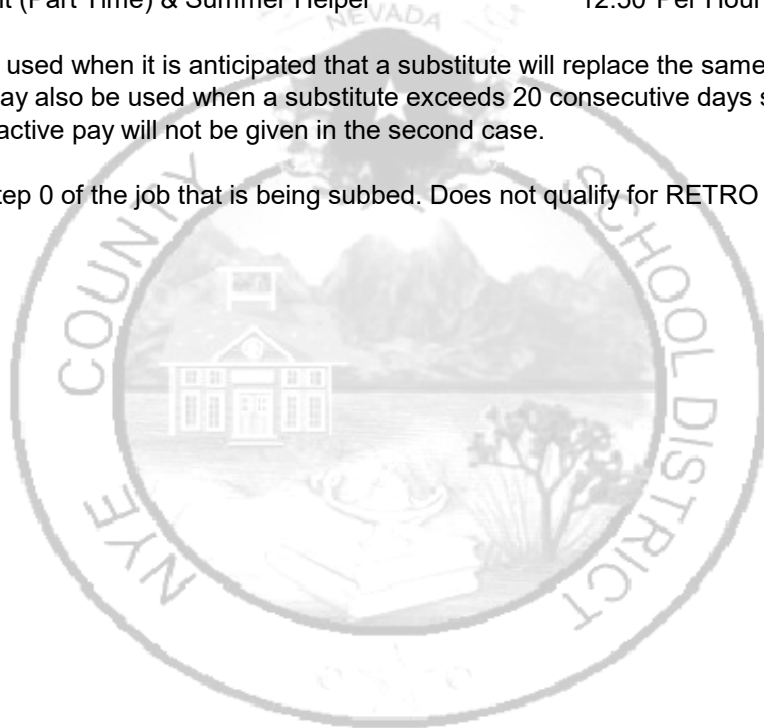
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**NON-EXEMPT**

(2) Substitute	** Per Hour
(2) High School Student (Part Time) & Summer Helper	12.50 Per Hour

\*This schedule may be used when it is anticipated that a substitute will replace the same teacher for over 20 consecutive days. It may also be used when a substitute exceeds 20 consecutive days substituting for the same teacher. Retro-active pay will not be given in the second case.

\*\* Amount will match step 0 of the job that is being subbed. Does not qualify for RETRO pay.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**FACILITY ENGINEER/SENIOR DATA ANALYST**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

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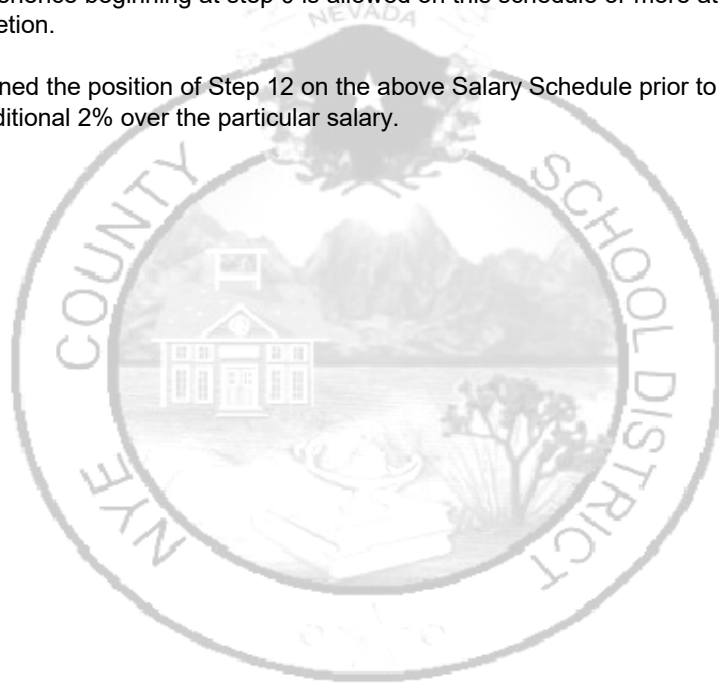
Steps	0	1	2	3	4	5	6	7	11	12	14
	70,625	72,787	74,951	77,110	79,271	81,430	83,595	85,755	87,917	90,073	92,237

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**MECHANICAL SYSTEMS, ELECTRICAL AND  
REFRIGERATION TECHNICIAN**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction	-1.875%
<b>NON-EXEMPT</b>	

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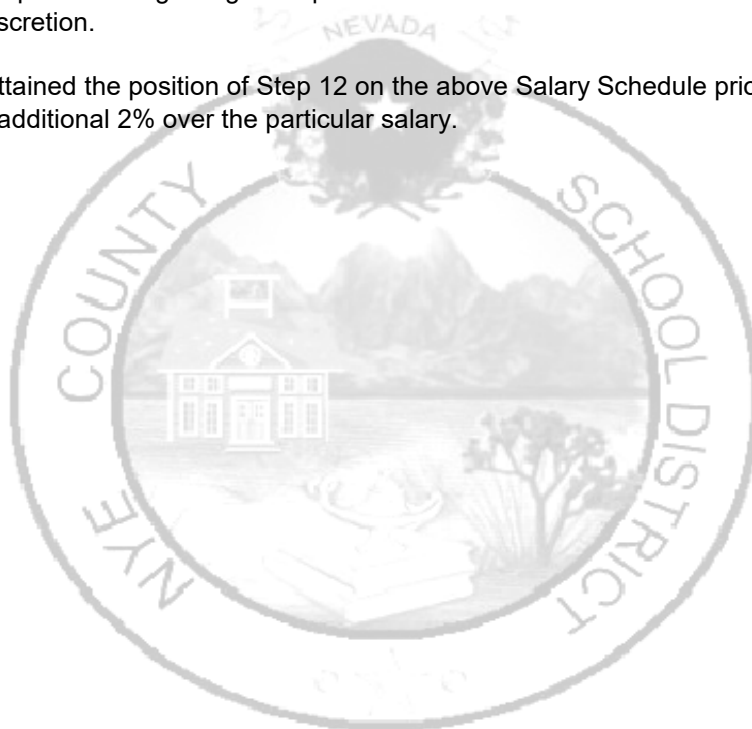
Steps	0	1	2	3	4	5	6	7	11	12	14
	26.06	27.10	28.15	29.19	30.22	31.27	32.31	33.35	34.40	35.44	36.48

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

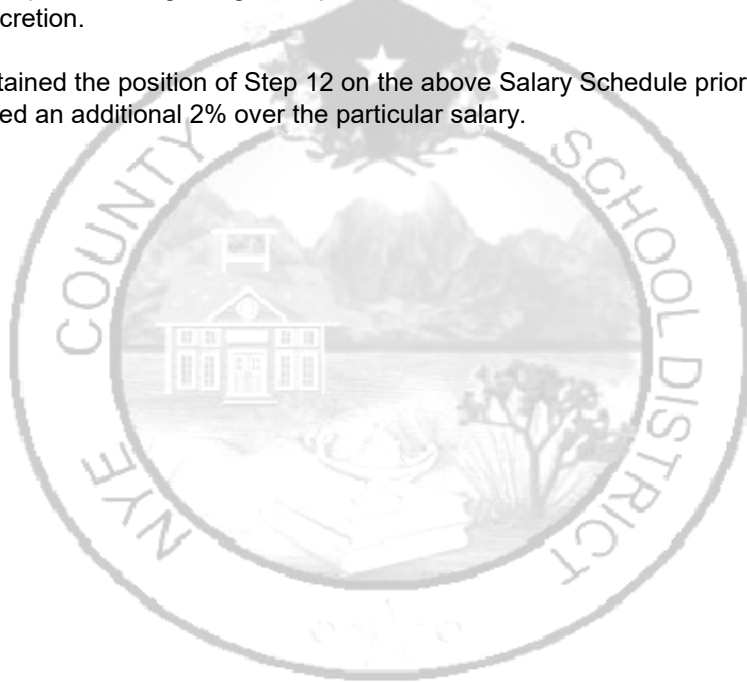
**SKILLED MAINTENANCE WORKER**

Steps	0	1	2	3	4	5	6	7	11	12	14
<b>Skilled Maint. Worker</b>	20.98	21.88	22.78	23.68	24.60	25.50	26.40	27.30	28.21	29.11	30.01

12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**SUPERVISOR CUSTODIAN/MAINTENANCE**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction	-1.875%
<b>EXEMPT</b>	

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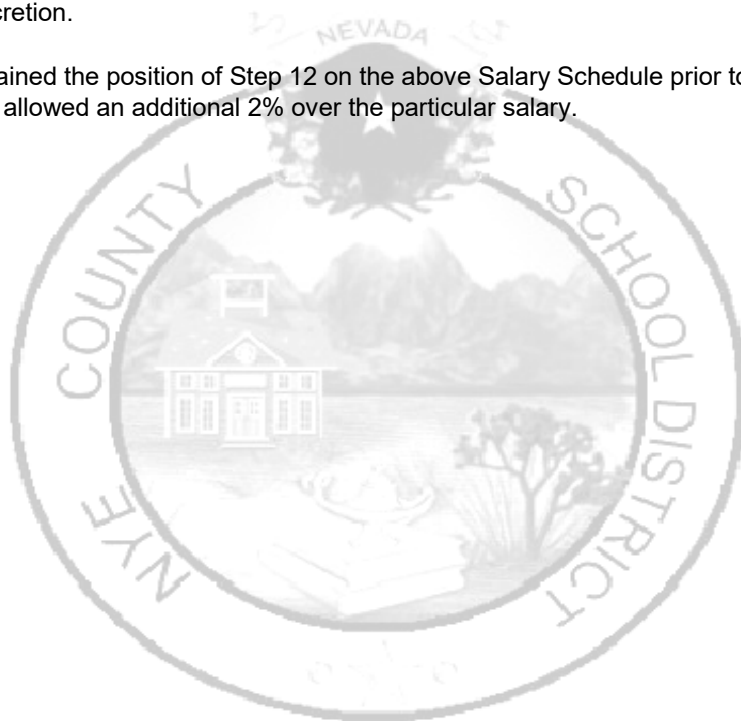
Steps	0	1	2	3	4	5	6	7	11	12	14
	47,310	49,446	51,587	53,724	56,152	58,001	60,142	62,280	64,418	66,557	68,715

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**AUTOMOTIVE SHOP**

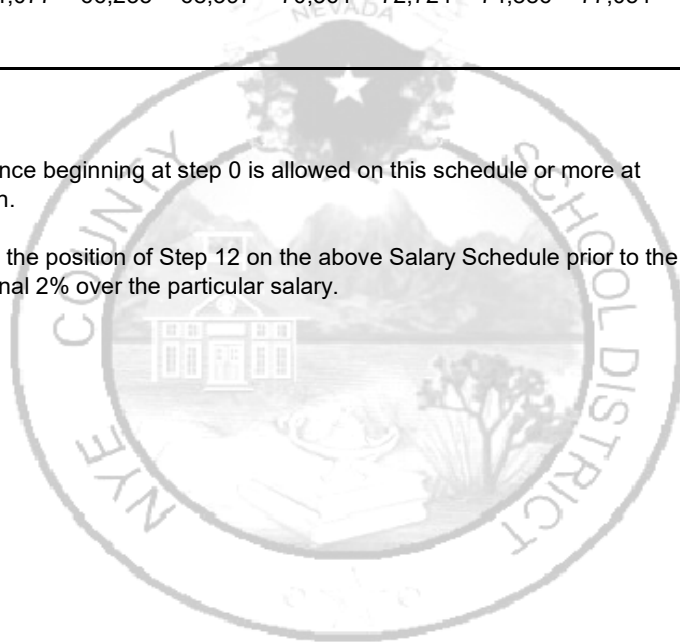
Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

Steps	0	1	2	3	4	5	6	7	11	12	14
Mechanic <b>NON-EXEMPT</b>	26.08	27.09	28.11	29.12	30.13	31.15	32.17	33.18	34.19	35.20	36.22
Shop Lead <b>Non-EXEMPT</b>	27.64	28.72	29.79	30.87	31.95	33.01	34.10	35.17	36.25	37.31	38.39
Fleet Supervisor <b>EXEMPT</b>	61,912	64,077	66,235	68,397	70,561	72,724	74,886	77,051	79,213	81,374	83,537

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**MECHANICS HELPER**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

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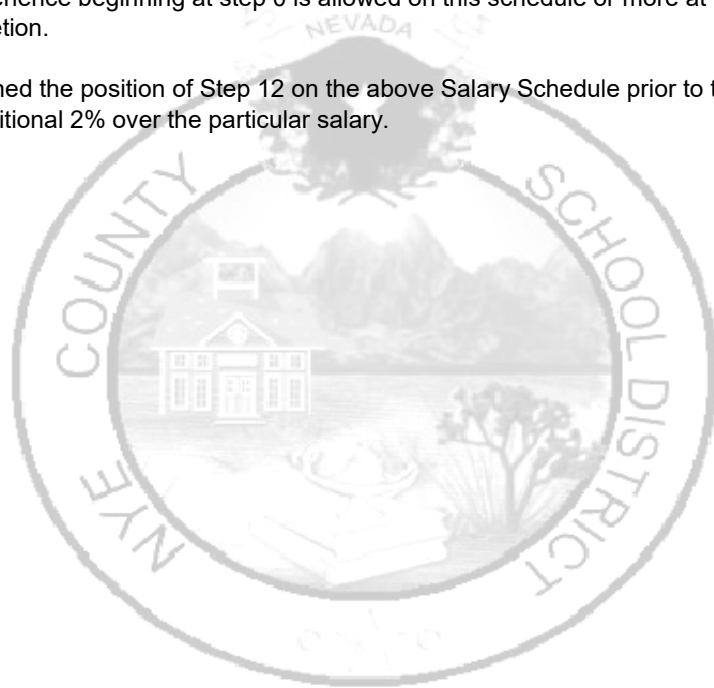
Steps	0	1	2	3	4	5	6	7	11	12	14
	17.99	19.28	20.51	21.74	22.98	24.21	25.43	26.67	27.90	29.18	30.40

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**TRANSPORTATION SUPERVISOR**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

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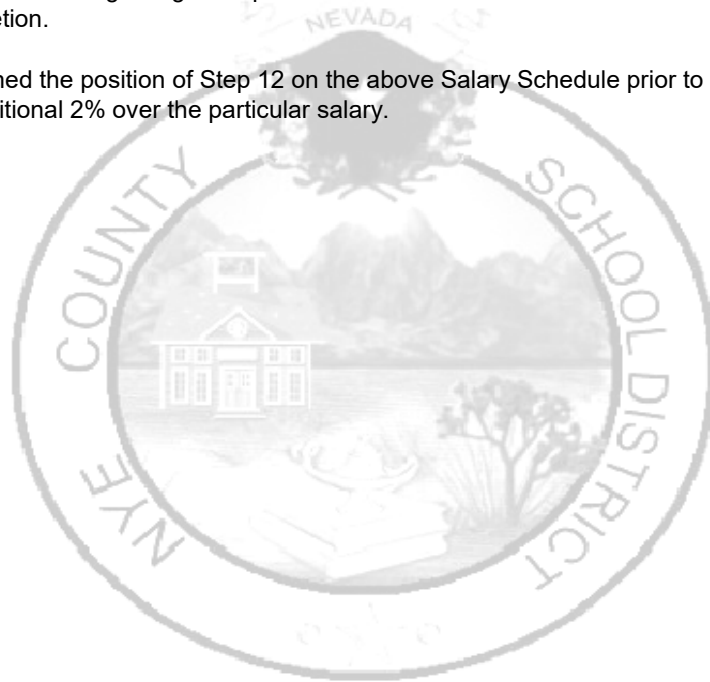
Steps	0	1	2	3	4	5	6	7	11	12	14
	48,774	50,699	52,708	54,793	56,960	59,233	61,563	64,002	66,541	69,178	70,898

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225 days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**TRANSPORTATION DISPATCHER/ROUTE SPECIALIST**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

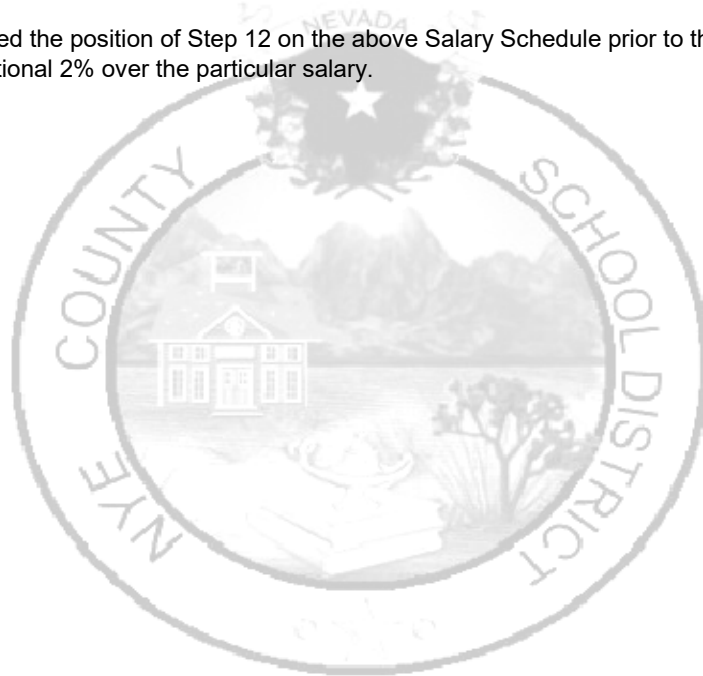
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Steps	0	1	2	3	4	5	6	7	11	12	14
<b>Dispatch Specialist</b>	17.29	18.73	20.17	21.64	23.12	24.55	25.99	27.49	28.89	30.30	31.79

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Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**ASSISTANT FOOD SERVICE COORDINATOR/**

**NUTRITION SPECIALIST**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>EXEMPT</b>	

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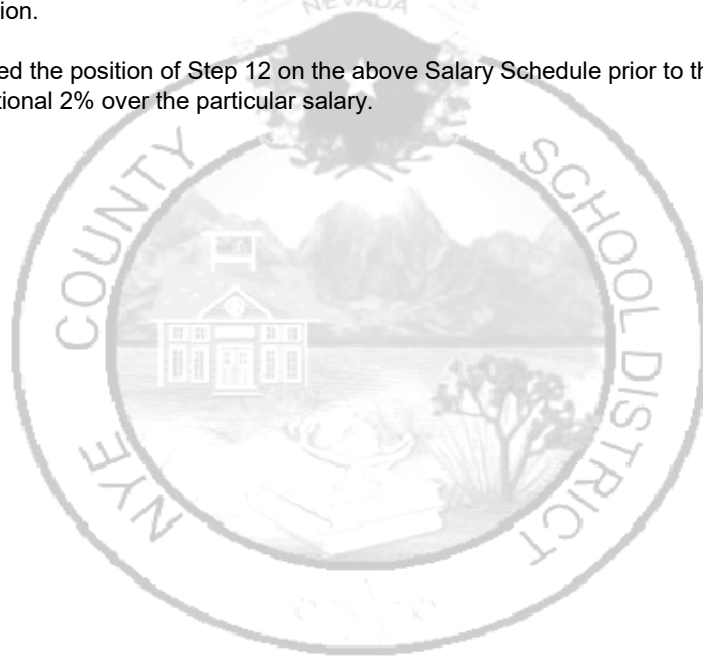
Steps	0	1	2	3	4	5	6	7	11	12	14
	47,141	48,570	50,024	51,478	52,982	54,580	56,201	57,870	59,586	61,376	62,655

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220 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**CAFETERIA PERSONNEL**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT</b>	

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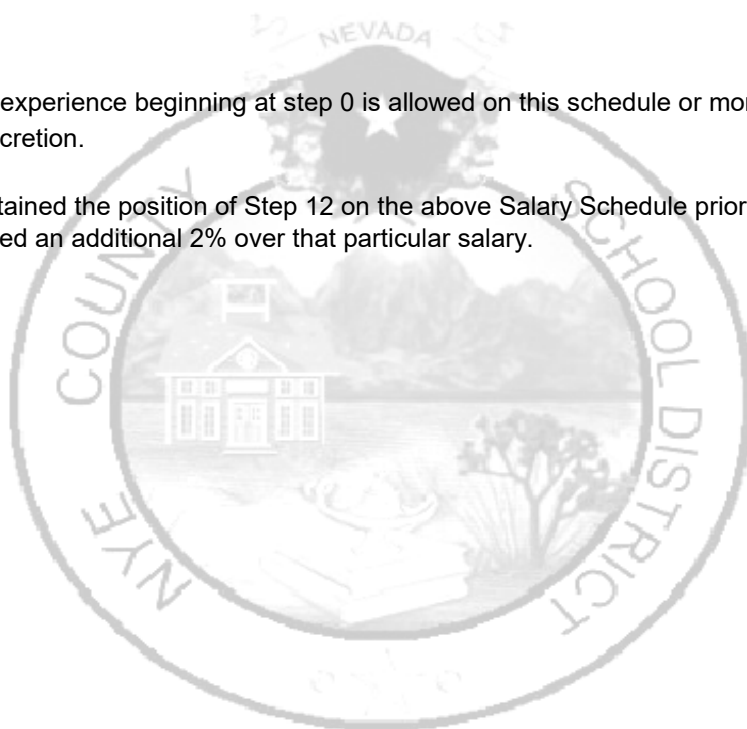
Steps	0	1	2	3	4	5	6	7	12	14
<b>Site Manager</b>	15.55	16.51	17.47	18.44	19.43	20.39	21.39	22.34	23.29	24.28
<b>Food Helper</b>	13.31	14.00	14.97	15.92	16.92	17.86	18.84	19.85	20.80	21.71

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180 days

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

**GRANT WRITER**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction	-1.875%
<b>NON-EXEMPT</b>	

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Steps	0	1	2	3	4	5	6	7	11	12	14
	64,519	67,525	68,842	71,003	73,166	75,325	77,485	79,646	81,811	83,969	86,019

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over the particular salary.

**NYE COUNTY SCHOOL DISTRICT - 2023-2024**

Adopted:	9/21/23
Effective:	7/1/23
Increase:	12.00%
PERS	
Reduction:	-1.875%
<b>NON-EXEMPT I-II</b>	
<b>EXEMPT III-IV</b>	

**COMMUNITY HEALTH WORKERS - I, II  
 LICENSED SOCIAL WORKER/MENTAL HEALTH PROFESSIONAL  
 LICENSED CLINICAL SOCIAL WORKER/CLINICAL MENTAL HEALTH  
 PROFESSIONAL**

Steps	0	1	2	3	4	5	6	7	11	12	14
Level I	21.03	21.86	22.72	23.62	24.56	25.53	26.54	27.58	28.68	29.83	30.56
Level II	30.71	31.93	33.19	34.52	35.87	37.31	38.78	40.32	41.92	43.59	44.67
Level III	51,506	53,541	55,663	57,868	60,160	62,541	65,020	67,597	70,280	73,068	74,883
Level IV	72,777	75,665	78,669	81,791	85,042	88,420	91,932	95,589	99,387	103,341	105,913

- Level I Community Health Worker I
- Level II Community Health Worker II
- Level III Licensed Social Worker/Mental Health Professional
- Level IV Licensed Clinical Social Worker/Clinical Mental Health Professional

185 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 23/24 school year will be allowed an additional 2% over that particular salary.

No movement will be approved until all requirements are met and credentials are received.

**NYE COUNTY SCHOOL DISTRICT -2024-2025  
MASTER SALARY SCHEDULE**

**FINAL 2024-2025  
Updated:**

**NON UNION POSITIONS**

Assistant/Associate Superintendent	2
Chief Operating Officer	3
District Secretary	4
Payroll Tech, Benefits Tech, HR Generalist, Accounts Payable, Grant Site Manager	5
Executive Secretary, Board Clerk, Executive Assistant	6
Senior Payroll Technician, Human Resource Generalist Senior	7
Accountant	8
District Office Receptionist	9
District Administration Clerical Aide, Grant Site Rep	10
Director - Licensed/Non-Licensed	11
Coordinator - Licensed/Non-Licensed (12 Month)	12
Coordinator - Licensed/Non-Licensed (220 days)	13
School Site Registered Nurse	14
School District Registered Nurse	15
Psychologist	16
Physical Therapist, Occupational Therapist	17
Part Time	18
Facility Engineer, Asst Tech Supervisor, Senior Data Analyst	19
Mechanical Systems, Electrical and Refrigeration Technician	20
Skilled Maintenance Worker	21
Supervisor Custodian/Maintenance	22
Automotive Shop	23
Mechanics Helper	24
Transportation Supervisor	25
Transportation Dispatcher/Route Specialist	26
Assistant Food Service Coordinator, Nutrition Specialist	27
Cafeteria Personnel	28
Grant Writer	29
Community Health Workers	30
Licensed Social Worker/Mental Health Professional	30
Licensed Clinical Social Worker/Clinical Mental Health Professional	30

**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**ASSISTANT/ASSOCIATE SUPERINTENDENT**

Steps	I	II
0	117,926	120,777
1	120,611	123,526
2	124,182	127,183
3	127,642	130,727
4	131,338	134,512
5	134,910	138,172
6	138,488	141,837
7	142,066	145,504
8	145,631	149,155
9	149,212	152,822
10	152,790	156,487
15	156,368	160,152
20	159,954	163,825
25	163,534	167,490

Column I                    Assistant Superintendent; 12 month

Column II                   Associate Superintendent; 12 month

Education                   Masters + 16 graduate semester hours = \$2,000  
                                      Masters + 32 graduate semester hours = \$2,500  
                                      Doctorate = \$3,000

The Nye County School District will recognize five (5) years outside Administrative experience beginning at step 0 or more at the Superintendent's discretion.

Employees who have attained the position of Step 25 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular base salary.

**NYE COUNTY SCHOOL DISTRICT -2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**CHIEF OPERATING OFFICER**

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Steps	0	1	2	3	4	5	6	7
	126,984	130,293	133,599	136,905	140,215	143,525	146,832	150,142

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Steps	8	9	10	15	20	25
	153,449	156,758	160,064	163,370	166,680	169,986

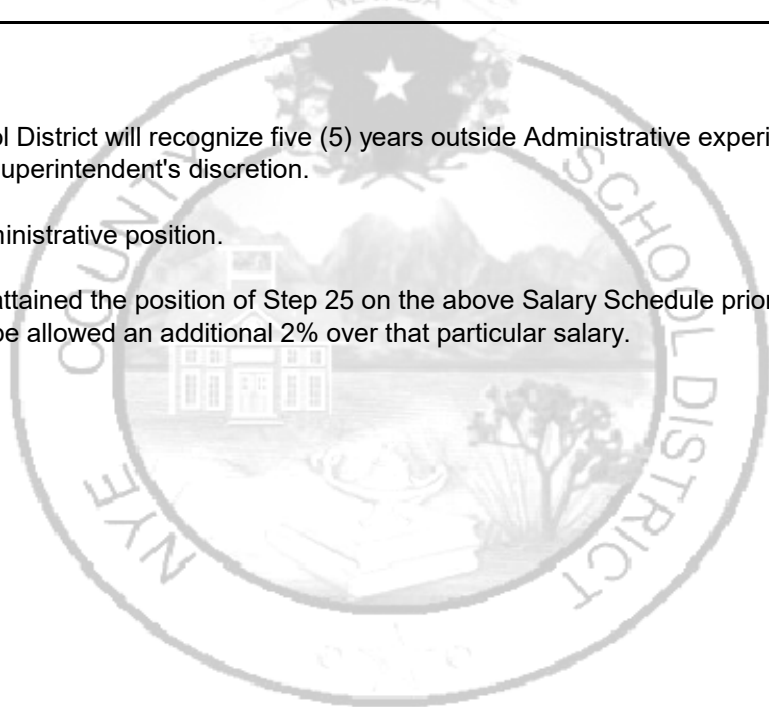
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12 Month

The Nye County School District will recognize five (5) years outside Administrative experience beginning at step 0 or more at the Superintendent's discretion.

This is a classified administrative position.

Employees who have attained the position of Step 25 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

**DISTRICT SECRETARY**

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Steps	0	1	2	3	4	5	6	7	11	12	14	15
	21.04	22.58	24.12	25.65	27.19	28.72	30.26	31.79	33.33	34.87	36.40	37.85

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12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

**Payroll Tech/Benefits Tech/Accounts Payable/  
HR Generalist/Grant Site Manager**

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Steps	0	1	2	3	4	5	6	7	11	12	14	15
	24.00	25.52	27.07	28.60	30.14	31.67	33.22	34.75	36.29	37.83	39.36	40.90

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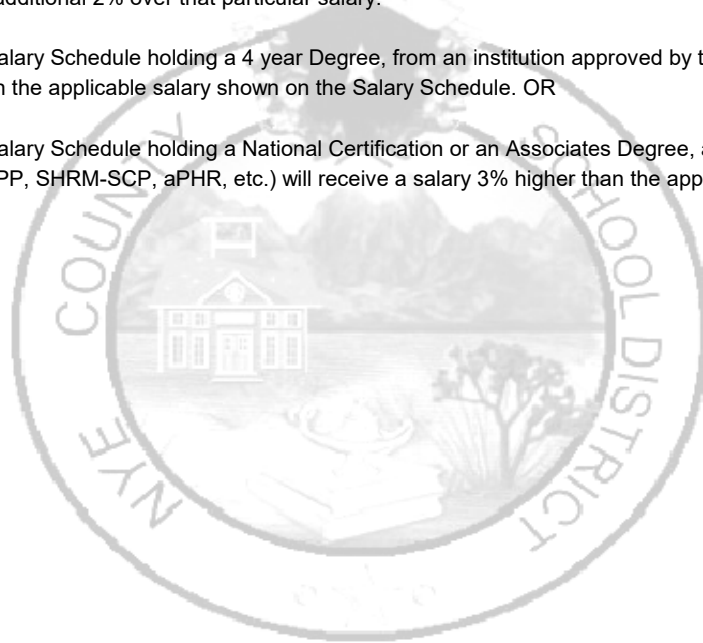
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

**EXECUTIVE SECRETARY/BOARD CLERK  
EXECUTIVE ASSISTANT**

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Steps	0	1	2	3	4	5	6	7	11	12	14	15
	25.85	27.38	28.92	30.45	31.99	33.53	35.07	36.60	38.14	39.68	41.21	42.75

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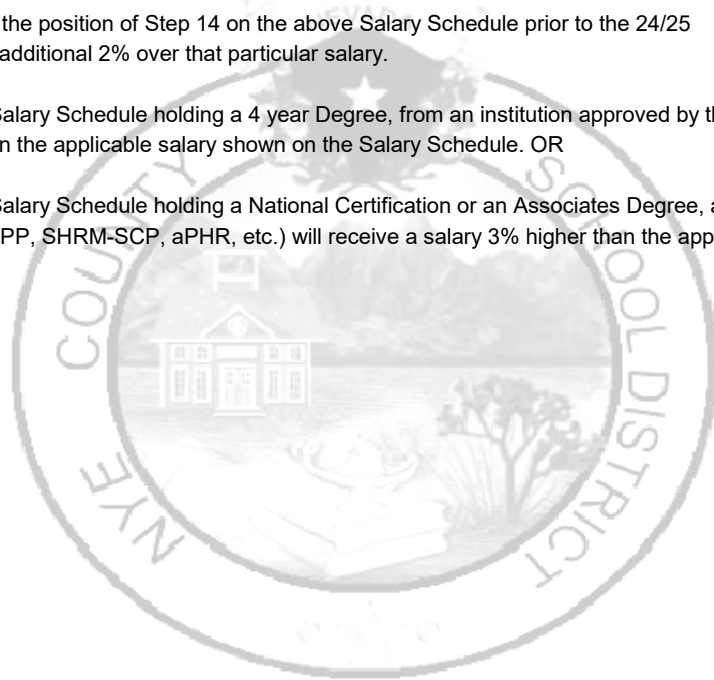
12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT -2024-2025**

Adopted: 9/21/23
Effective 7/1/24
Increase 10.00%
<b>NON-EXEMPT</b>

**SENIOR PAYROLL TECHNICIAN/  
HUMAN RESOURCE GENERALIST SENIOR**

Steps	0	1	2	3	4	5	6	7	11	12	14	15
	25.63	27.01	28.42	29.82	31.21	32.61	34.00	35.40	36.84	38.19	39.60	40.99
	28.19	29.71	31.26	32.80	34.33	35.87	37.40	38.94	40.49	42.01	43.56	45.09

12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a 4 year Degree, from an institution approved by the Superintendent, will receive a salary 5% higher than the applicable salary shown on the Salary Schedule. OR

Persons being placed on the Salary Schedule holding a National Certification or an Associates Degree, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>NON-EXEMPT</b>

**ACCOUNTANT**

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Steps	0	1	2	3	4	5	6	7	11	12	14	15
	33.56	35.10	36.64	38.18	39.71	41.26	42.78	44.33	45.87	47.40	48.94	50.48

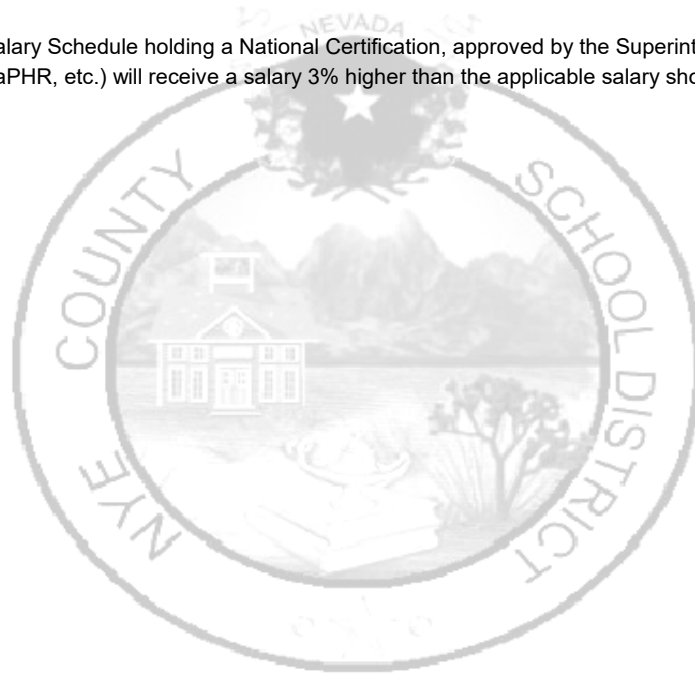
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12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.

Persons being placed on the Salary Schedule holding a National Certification, approved by the Superintendent, (e.g., CPA, CPP, SHRM-SCP, aPHR, etc.) will receive a salary 3% higher than the applicable salary shown on the salary schedule.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>NON-EXEMPT</b>

**DISTRICT RECEPTIONIST**

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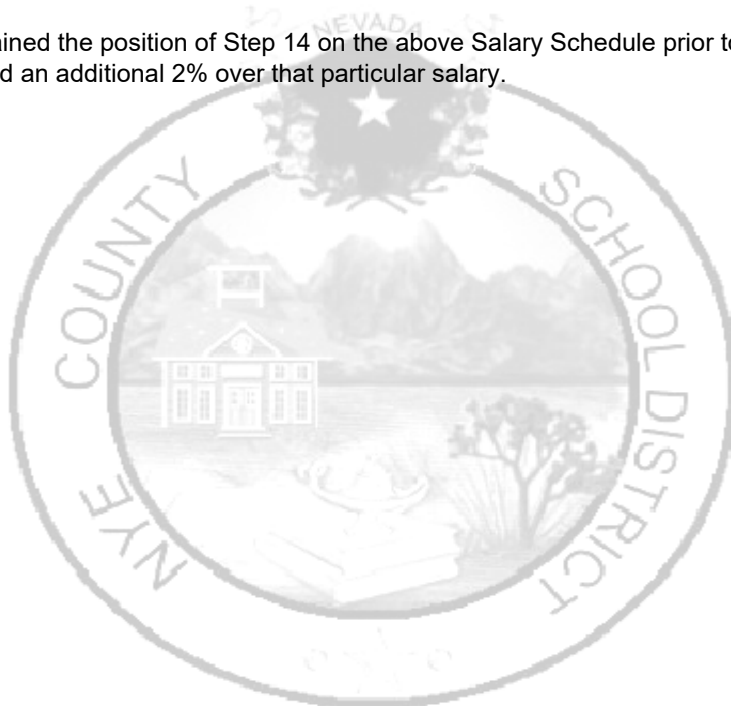
Steps	0	1	2	3	4	5	6	7	11	12	14	15
	18.49	18.98	19.50	20.03	20.56	21.12	22.19	22.30	22.90	23.53	24.16	24.67

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12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>NON-EXEMPT</b>

**DISTRICT CLERICAL AIDE/GRANT SITE REP**

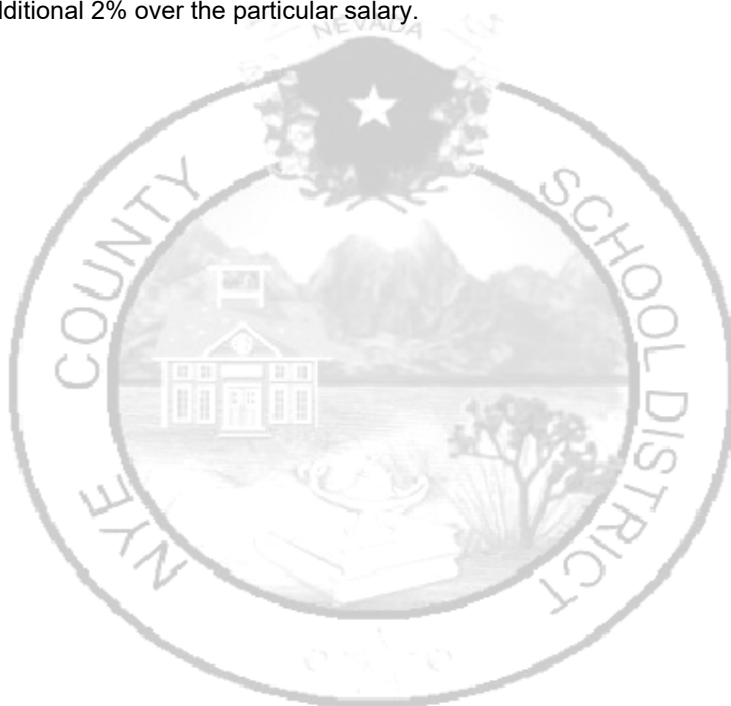
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Steps	0	1	2	3	4	5	6	7	11	12	14	15
	19.02	20.60	22.19	23.80	25.43	27.01	28.59	30.24	31.78	33.33	34.90	36.54

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Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 14 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**DIRECTOR - LICENSED / NON LICENSED**

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Steps	0	1	2	3	4	5	6	7	11	12	14
	107,032	110,195	113,347	116,511	119,670	122,829	125,985	129,148	132,307	135,465	138,624

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12 Month

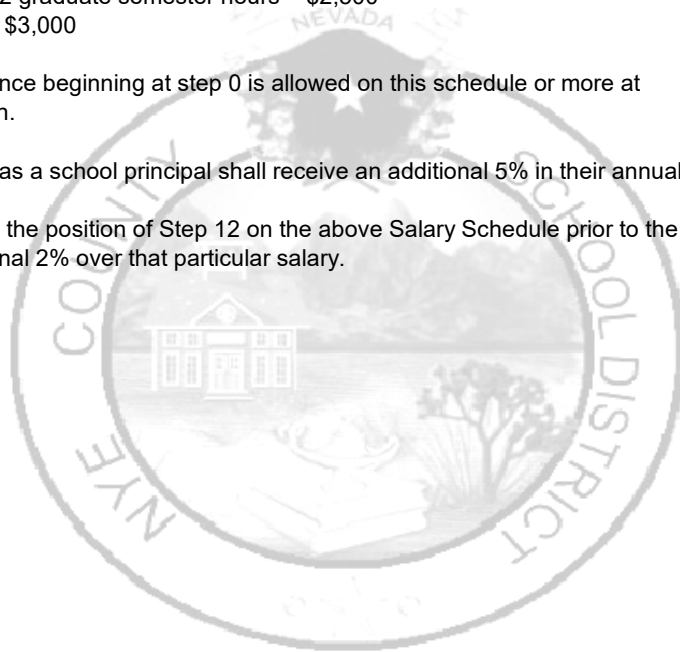
Education for

- Licensed person Masters + 16 graduate semester hours = \$2,000
- Masters + 32 graduate semester hours = \$2,500
- Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

A director who is also serving as a school principal shall receive an additional 5% in their annual salary

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**COORDINATOR - LICENSED / NON-LICENSED**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

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Steps	0	1	2	3	4	5	6	7	11	12	14
	85,964	89,108	92,285	95,443	98,601	101,763	104,920	108,073	111,236	114,401	117,558

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12 Month

Education for

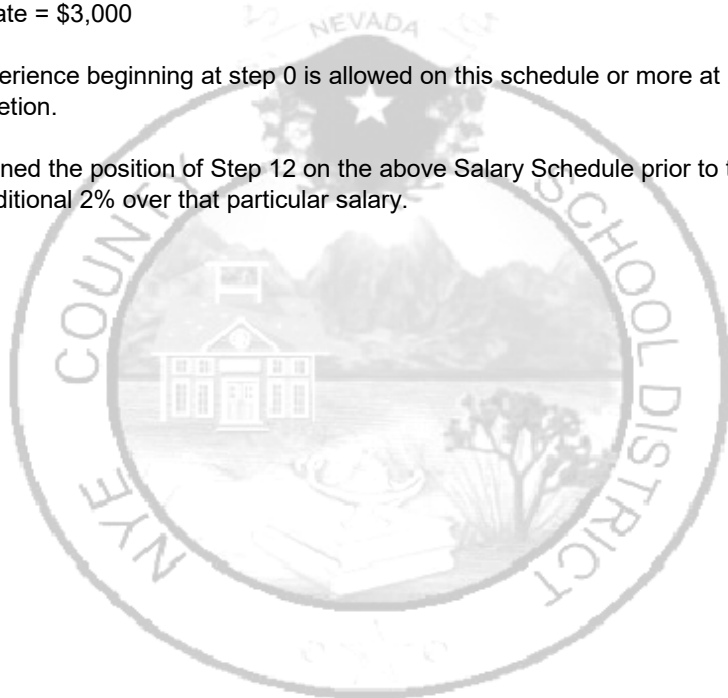
Licensed personnel: Masters + 16 graduate semester hours = \$2,000

Masters + 32 graduate semester hours = \$2,500

Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**COORDINATOR - LICENSED / NON-LICENSED**

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Steps	0	1	2	3	4	5	6	7	11	12	14
	72,837	75,497	78,185	80,858	83,527	86,202	88,876	91,542	94,219	96,897	99,569

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220 Days

Education for

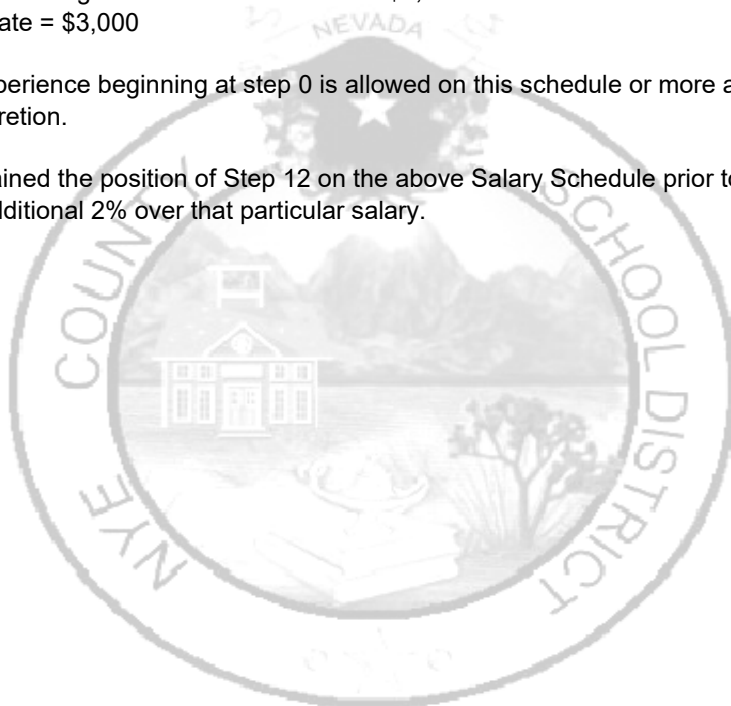
Licensed person: Masters + 16 graduate semester hours = \$2,000

Masters + 32 graduate semester hours = \$2,500

Doctorate = \$3,000

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>NON-EXEMPT</b>

**SCHOOL SITE REGISTERED NURSE**

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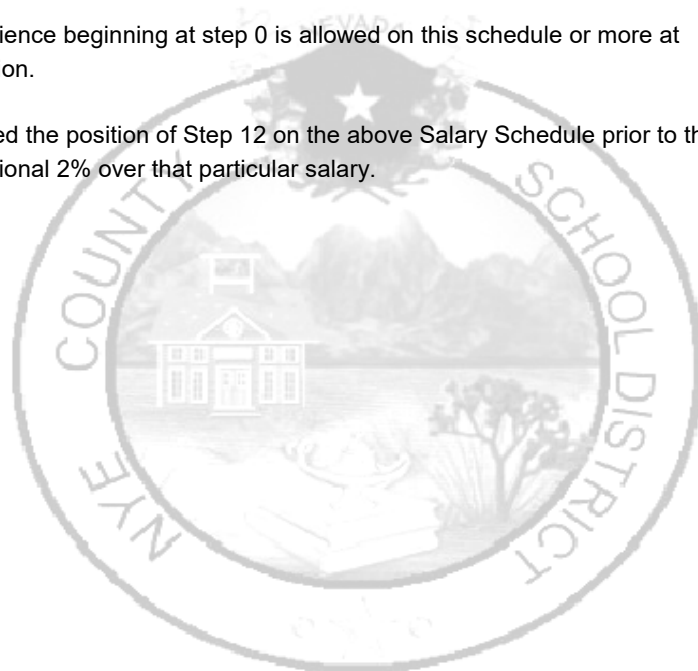
Steps	0	1	2	3	4	5	6	7	11	12	14
<b>R.N.</b>	44,018	45,429	46,835	48,242	49,647	51,052	52,457	53,853	55,254	56,661	58,068
<b>R.N. w/ a BSN</b>	52,457	53,856	55,263	56,675	58,076	59,480	60,881	62,280	63,669	65,391	67,148

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190 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**SCHOOL DISTRICT REGISTERED NURSE**

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Steps	0	1	2	3	4	5	6	7	11	12	14
	60,455	62,973	65,495	68,014	70,535	73,060	75,580	78,101	80,658	83,379	85,770

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220 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**PSYCHOLOGIST**

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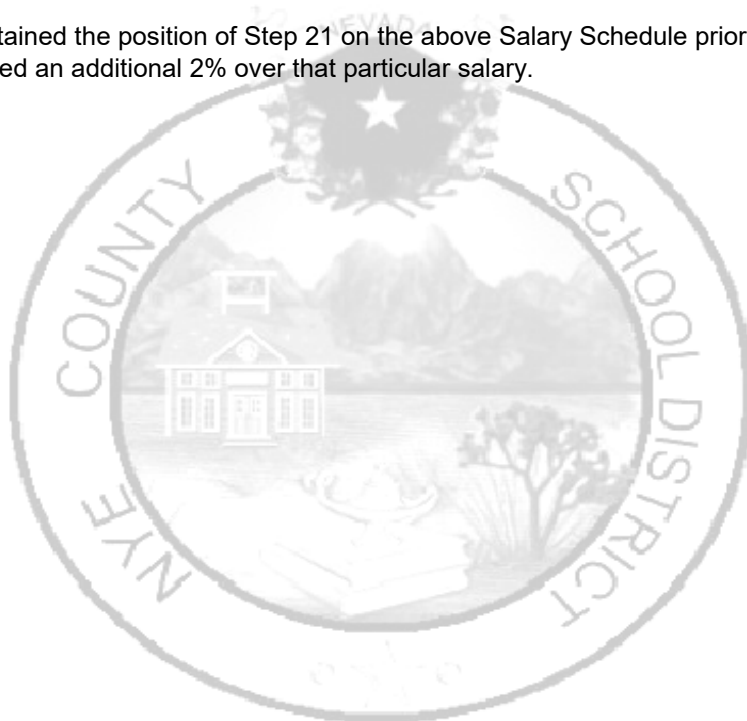
Steps	0	1	2	3	4	5	6	11	16	21
	77,151	81,628	86,101	90,577	95,050	99,529	104,003	108,477	112,950	117,427

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192 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 21 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**PHYSICAL THERAPIST**

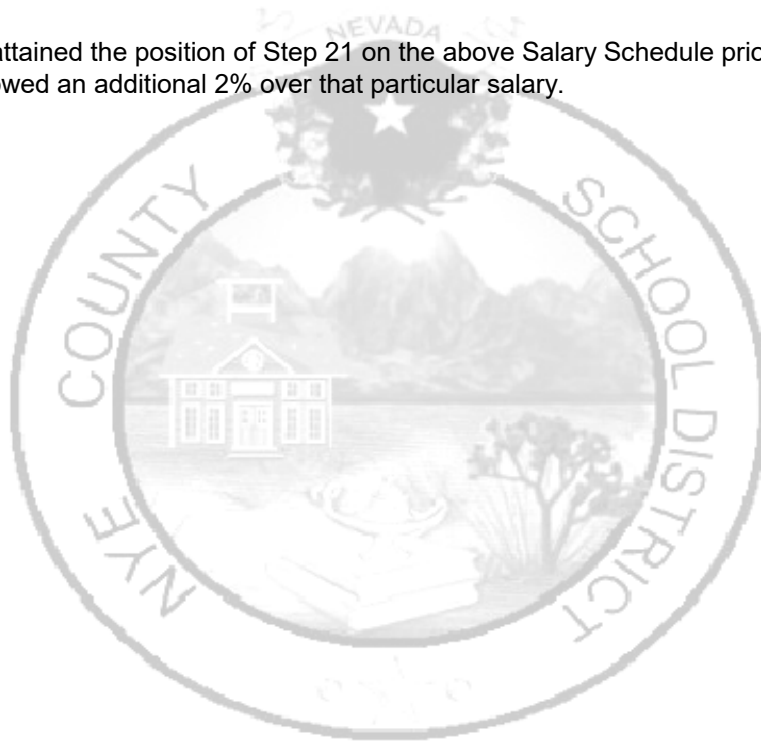
**OCCUPATIONAL THERAPIST**

Steps	0	1	2	3	4	5	6	11	16	21
	88,606	91,313	94,020	96,730	99,439	102,143	104,850	107,560	110,266	112,976

183 days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 21 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.



**PART TIME**

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**EXEMPT**

(1) Certified Substitute Teacher	140.00	Per Day - 20.00 Per Hour
(1) Non-Licensed Substitute Teacher (only rural areas)	130.00	Per Day - 18.57 Per Hour
(1)*Long term Substitute	155.00	Per Day - 22.14 Per Hour

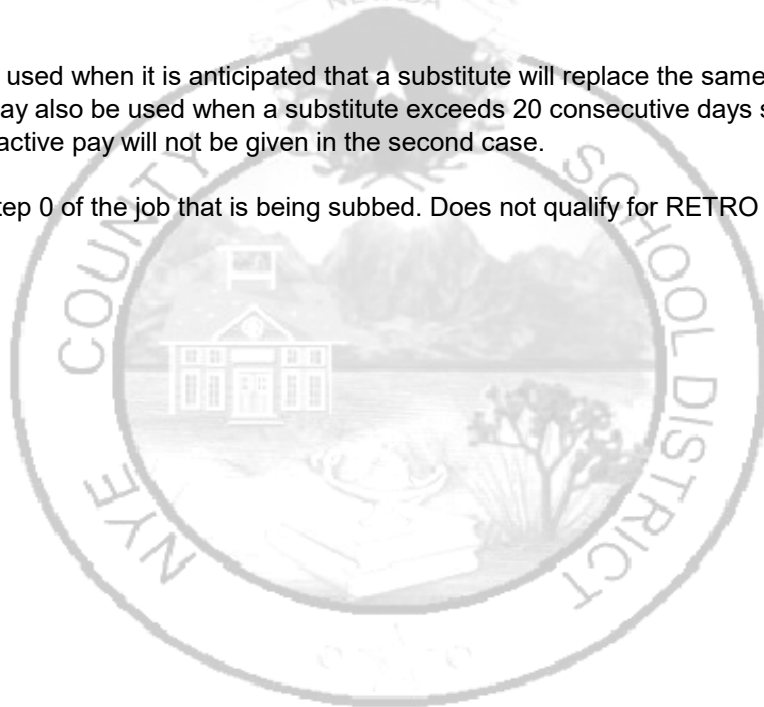
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**NON-EXEMPT**

(2) Substitute	** Per Hour
(2) High School Student (Part Time) & Summer Helper	13.00 Per Hour

\*This schedule may be used when it is anticipated that a substitute will replace the same teacher for over 20 consecutive days. It may also be used when a substitute exceeds 20 consecutive days substituting for the same teacher. Retro-active pay will not be given in the second case.

\*\* Amount will match step 0 of the job that is being subbed. Does not qualify for RETRO pay.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

**FACILITY ENGINEER/SENIOR DATA ANALYST**

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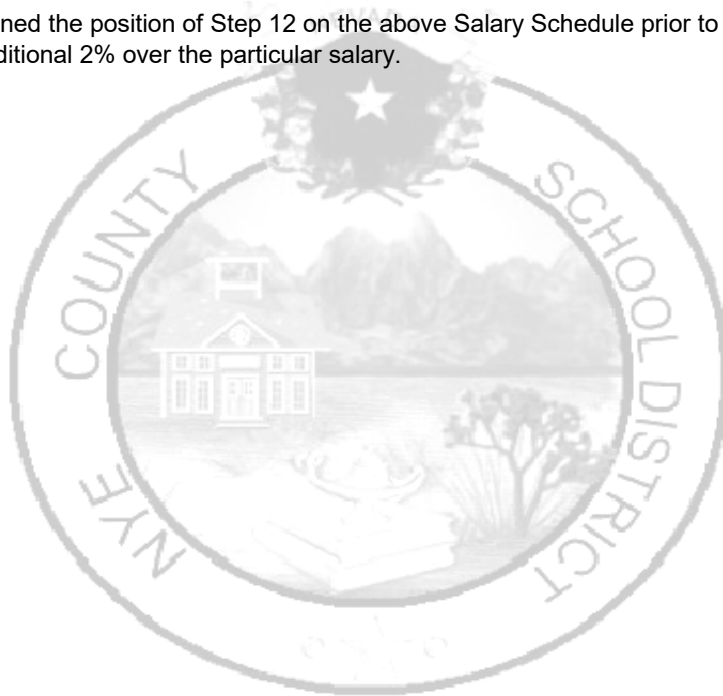
Steps	0	1	2	3	4	5	6	7	11	12	14
	77,688	80,066	82,446	84,821	87,198	89,573	91,955	94,331	96,709	99,080	101,461

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>NON-EXEMPT</b>

**MECHANICAL SYSTEMS, ELECTRICAL AND REFRIGERATION TECHNICIAN**

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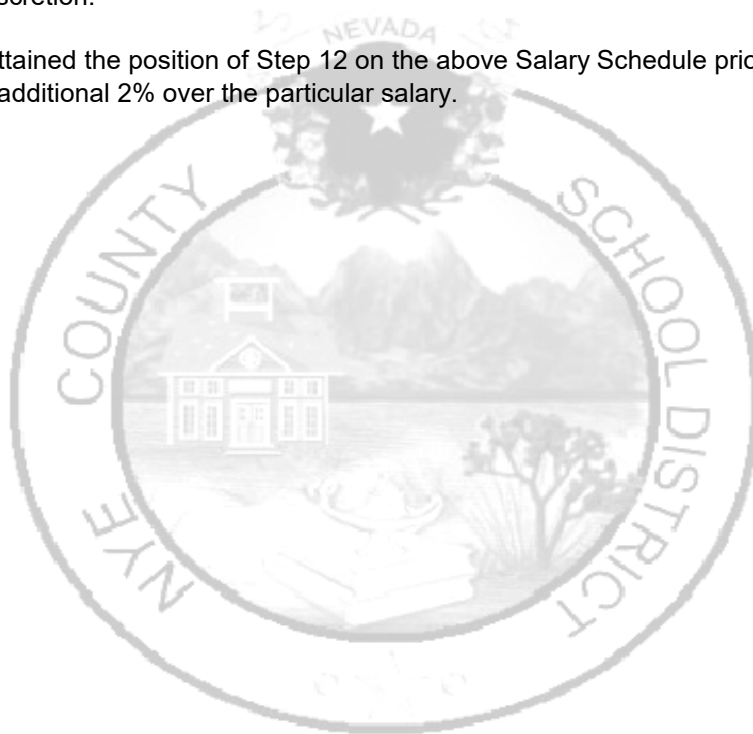
Steps	0	1	2	3	4	5	6	7	11	12	14
	28.67	29.81	30.97	32.11	33.24	34.40	35.54	36.69	37.84	38.98	40.13

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>NON-EXEMPT</b>

**SKILLED MAINTENANCE WORKER**

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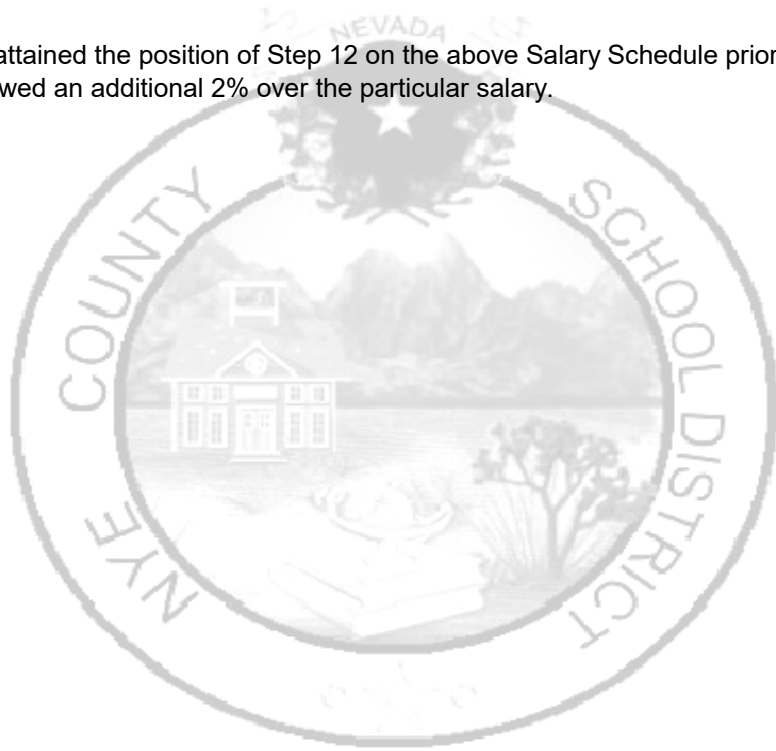
Steps	0	1	2	3	4	5	6	7	11	12	14
<b>Skilled Maint. Worker</b>	23.08	24.07	25.06	26.05	27.06	28.05	29.04	30.03	31.03	32.02	33.01

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12 Month

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>EXEMPT</b>	

**SUPERVISOR CUSTODIAN/MAINTENANCE**

---

Steps	0	1	2	3	4	5	6	7	11	12	14
	52,041	54,391	56,746	59,096	61,767	63,801	66,156	68,508	70,860	73,213	75,587

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>EXEMPT</b>

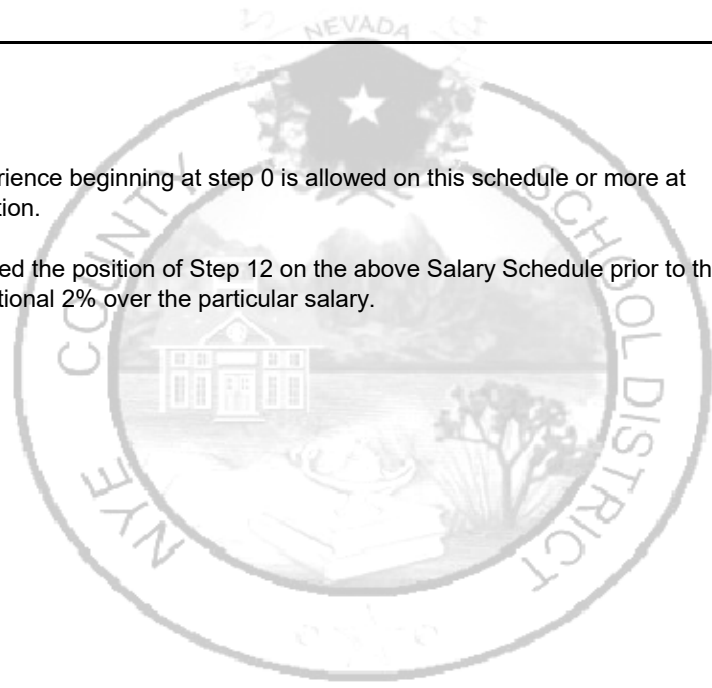
**AUTOMOTIVE SHOP**

Steps	0	1	2	3	4	5	6	7	11	12	14
Mechanic <b>NON-EXEMPT</b>	28.69	29.80	30.92	32.03	33.14	34.27	35.39	36.50	37.61	38.72	39.84
Shop Lead <b>Non-EXEMPT</b>	30.40	31.59	32.77	33.96	35.15	36.31	37.51	38.69	39.88	41.04	42.23
Fleet Supervisor <b>EXEMPT</b>	68,103	70,485	72,859	75,237	77,617	79,996	82,375	84,756	87,134	89,511	91,891

12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>NON-EXEMPT</b>

**MECHANICS HELPER**

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Steps	0	1	2	3	4	5	6	7	11	12	14
	19.79	21.21	22.56	23.91	25.28	26.63	27.97	29.34	30.69	32.10	33.44

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**TRANSPORTATION SUPERVISOR**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>EXEMPT</b>

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Steps	0	1	2	3	4	5	6	7	11	12	14
	53,651	55,769	57,979	60,272	62,656	65,156	67,719	70,402	73,195	76,096	77,988

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225 days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

**TRANSPORTATION DISPATCHER/ROUTE SPECIALIST**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>NON-EXEMPT</b>

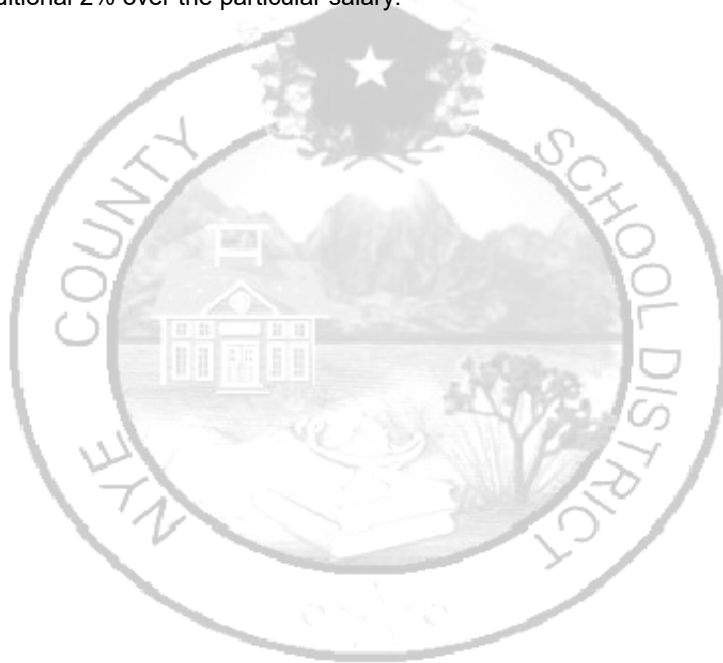
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Steps	0	1	2	3	4	5	6	7	11	12	14
<b>Dispatcher/Route Specialist</b>	19.02	20.60	22.19	23.80	25.43	27.01	28.59	30.24	31.78	33.33	34.97

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Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted: 9/21/23
Effective 7/1/24
Increase 10.00%
<b>EXEMPT</b>

**ASSISTANT FOOD SERVICE COORDINATOR/  
NUTRITION SPECIALIST**

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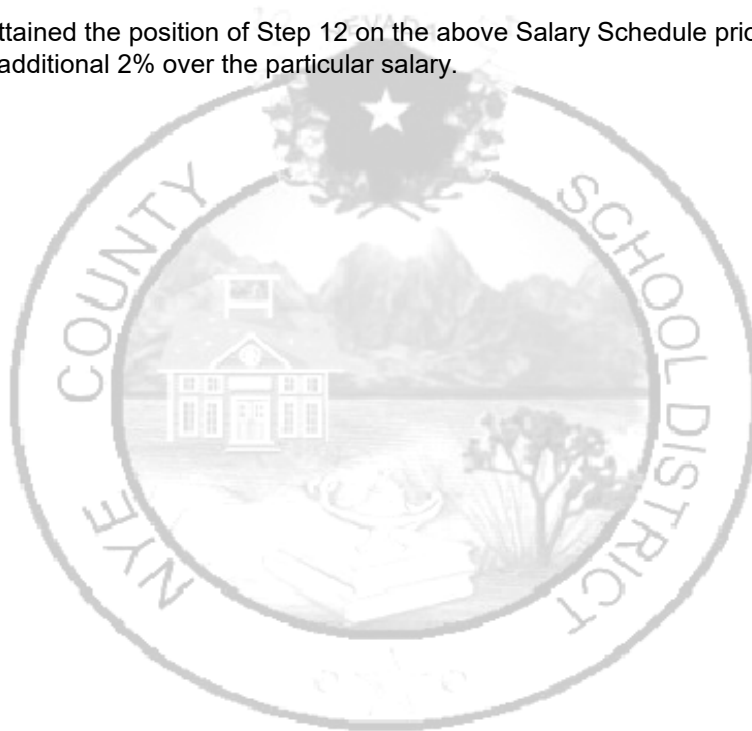
Steps	0	1	2	3	4	5	6	7	11	12	14
	51,855	53,427	55,026	56,626	58,280	60,038	61,821	63,657	65,545	67,514	68,921

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220 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted: 9/21/23
Effective: 7/1/24
Increase: 10.00%
<b>NON-EXEMPT</b>

**CAFETERIA PERSONNEL**

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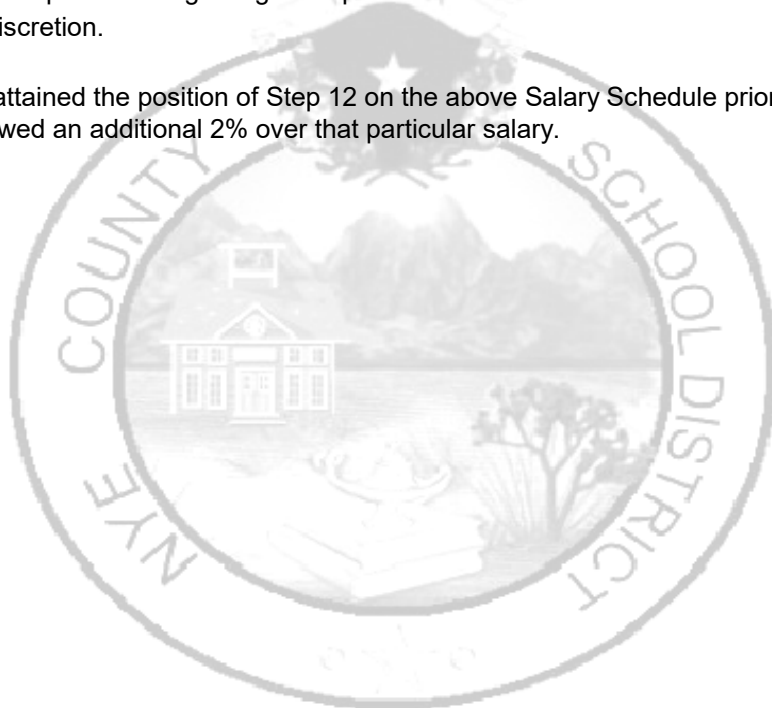
Steps	0	1	2	3	4	5	6	7	12	14
<b>Site Manager</b>	17.11	18.16	19.22	20.28	21.37	22.43	23.53	24.57	25.62	26.71
<b>Food Helper</b>	14.64	15.40	16.47	17.51	18.61	19.65	20.72	21.84	22.88	23.88

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180 days

Three years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.



**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT</b>	

**GRANT WRITER**

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Steps	0	1	2	3	4	5	6	7	11	12	14
	70,971	74,278	75,726	78,103	80,483	82,858	85,234	87,611	89,992	92,366	94,621

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12 Month

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over the particular salary.

**NYE COUNTY SCHOOL DISTRICT - 2024-2025**

Adopted:	9/21/23
Effective:	7/1/24
Increase:	10.00%
<b>NON-EXEMPT I-II</b>	
<b>EXEMPT III-IV</b>	

**COMMUNITY HEALTH WORKERS - I, II  
 LICENSED SOCIAL WORKER/MENTAL HEALTH PROFESSIONAL  
 LICENSED CLINICAL SOCIAL WORKER/CLINICAL MENTAL HEALTH  
 PROFESSIONAL**

Steps	0	1	2	3	4	5	6	7	11	12	14
Level I	23.13	24.05	24.99	25.98	27.02	28.08	29.19	30.34	31.55	32.81	33.62
Level II	33.78	35.12	36.51	37.97	39.46	41.04	42.66	44.35	46.11	47.95	49.14
Level III	56,657	58,895	61,229	63,655	66,176	68,795	71,522	74,357	77,308	80,375	82,371
Level IV	80,055	83,232	86,536	89,970	93,546	97,262	101,125	105,148	109,326	113,675	116,504

- Level I Community Health Worker I
- Level II Community Health Worker II
- Level III Licensed Social Worker/Mental Health Professional
- Level IV Licensed Clinical Social Worker/Clinical Mental Health Professional

185 Days

Five years acceptable experience beginning at step 0 is allowed on this schedule or more at the Superintendent's discretion.

Employees who have attained the position of Step 12 on the above Salary Schedule prior to the 24/25 school year will be allowed an additional 2% over that particular salary.

No movement will be approved until all requirements are met and credentials are received.