

**DATE:** August 9, 2024

**TO:** All CCSD Administrators and Related Service Licensed Employees

**FROM:** Stacy A. Smith, Assistant Human Resources Officer

**SUBJECT:** Differentiated Salary Program 2024–2025 School Year

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As outlined in Article 26-25 of the [Negotiated Agreement](#) between the Clark County School District and the Clark County Education Association, all active and eligible employees in positions that align with the Differentiated Salary Program during the previous school year (2023–2024) with the Clark County School District are now being accepted. All eligible employees will transition to the new program based on education or certification as of July 1, 2024. Current employees must be in the program positions for the 2024–2025 school year.

Please review the program requirements below:

1. Tier 2 employees will be moved two additional steps at the beginning of their contract year, and documentation is not required.
2. Employees who qualify for Tier 1 must provide official transcripts or original certifications with an effective date on or before July 1, 2024.
3. To obtain a timely adjustment and column advancement, employees eligible for Tier 1 must provide documentation no later than Monday, October 14, 2024.
4. Retroactive pay will occur once transcripts or certifications are validated.
5. Employees must remain in the program positions to retain the pay increase.
6. If an employee transfers to a licensed position that is not eligible for the Differentiated Salary Program, the employee's pay will be adjusted to reflect a decrease by two steps or a column.
7. Employee records are reviewed annually and will be adjusted if the employee is no longer eligible.
8. Employees who qualified for Tier 1 in a previous school year have completed the program and are no longer eligible for additional increases.

Please complete our Google Form as an additional validation to assist with our process by clicking the link [here](#). The Licensed Contracting Services team will collect the necessary official transcripts or certification via email at [contracting@nv.ccsd.net](mailto:contracting@nv.ccsd.net). Please call (702) 799-2812, option 1 for additional assistance with questions or concerns.