

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

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. Please call (702) 799-2812, option 1 for additional assistance with questions or concerns.

DIFFERENTIATED	SALARY		PROGRAM
	Tier 1	Tier 2	
Audiologists	<i>Au.D.</i> Professional Degree (Doctorate)	<i>Master's</i> Degree	
Speech and Language Path.	Speech and Language <i>Pathologists</i> National Certification	Speech and Language <i>Therapists</i> NO National Certification	
Social Workers	Licensed <i>Clinical</i> Social Worker (LCSW)	Licensed <i>Master</i> Social Worker (LMSW)	
Nurses	<i>Professional</i> Nurse (NCSN)	School Nurse (RN, BSN)	
Psychologists	<i>Educational Specialist</i> or equivalent in School Psychology or higher (MA+32 credits)	<i>Master's degree</i> in School Psychology	
Occupational Therapist	<i>Master's degree, or higher,</i> in occupational therapy	<i>Bachelor's degree</i>	
Physical Therapist	<i>Master's degree, or higher,</i> in physical therapy	<i>Bachelor's degree</i> in physical therapy and licensed as a physical therapist issued by the Nevada Physical Therapy Board	
Counselor	Endorsed as a school counselor and <i>certified as NBCT</i>	Endorsed as a school counselor	
Orientation and Mobility Specialist	Certified Orientation and Mobility Specialist (COMS)	Bachelor's degree, or higher, in Orientation and Mobility	
Mental Health Professional	A license issued by the Nevada Board of Examiners for Marriage and Family Therapy or Clinical Professional Counseling; and A K-12 Mental Health Professional license issued by the Nevada Department of Education	Master's degree from a college or university accredited by the Council of Marriage and Family Therapy or Clinical Professional Counseling	

Tier 1:

Receives an additional column on the PST in accordance with Article 26. This column would be in addition to any columns they would otherwise be entitled to.

Tier 2:

Receives two additional steps on the PST in accordance with Article 26. The steps would be in addition to any steps they would otherwise be entitled to.