

Nurses Salary Schedule

A. Initial Salary Placement

1. Nurses shall be placed on the salary schedule according to their level of education attainment and years of experience as paid during the 2001-2002 school year or substantiated through proof of years earned and/or education attained.
2. Effective July 1, 2002, the Human Resources Department will recognize verified previous nursing experience and the nurse will advance one (1) vertical step on the salary schedule for each year of recognized service, up to a maximum of five (5) steps, i.e., placement up to step six (6) on the salary schedule in the appropriate educational column.
3. The salary schedule will recognize previous nursing experience provided the nursing experience meets one or both of the following conditions:
 - a. If the experience occurred (is) in a public school the following applies:
 - i. The nursing experience must have occurred while the nurse held a valid nursing certificate/license issued by that state.
 - ii. One (1) full semester or more for four (4) or more hours per day will be considered as one (1) year of out-of-District experience.
 - b. If the experience is in non-public schools and/or a clinical setting, the following applies:
 - i. Six (6) months or more of full time experience during a twelve (12) month period will be considered as one (1) year of out-of-District experience.
4. New employees will be given credit for the highest degree earned that is recognized by the salary schedule. Additional educational credits must be earned after attainment of registered nurse licensure and be verified through transcripts or similar documentation.
5. Returning Former Nurses.
 - a. If a nurse resigns from the District and is re-employed within four (4) years, the nurse will be given full credit for in-District experience and full credit for out-of-district experience up to the limits of this policy (A)(2)(3) above and commensurate with the nurse's educational attainment.

B. In-District Credit

The salary schedule will grant vertical movement upon completion of each successful year of nursing experience. Vertical increases are not automatic, but are awarded on the basis of successful experience only for each school year as interpreted, evaluated, and administered by the Office of the Superintendent.

One year of In-District experience will be granted for nurses who work four or more hours per day either for a full semester or fifty percent (50%) or more of the regular contract as defined in Policy 4716.

C. Horizontal Movement on the Salary Schedule

Credit for contact hours or college credits will be submitted to Human Resources for credit on the salary schedule. Changes in salary will be effective the day the forms and documentation were received in the Office of Human Resources. Contact hours or college credit must be accumulated in an amount that equates to advancement on the salary schedule before being submitted to Human Resources.

Conversion to semester hours, as recognized on the schedule, is in accordance with the table below:

One (1) semester hour = fifteen (15) contact hours

One (1) CDE equivalent to a semester hour = fifteen (15) contact hours

One & one-half (1^{1/2}) CEU equivalent to a semester hour = ten (10) contact hours

D. Annual Salary

The annual salary for each nurse will be computed by adding the daily per diem salary approved for each of the contract days on which the nurse is scheduled to work. The per diem rate is computed by dividing the appropriate annual salary as shown on the salary schedule by 185 days.

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**July 2017 through June 2018
Salary Schedule (Annual Salary for 185 Days)
Level of Training**

Salary Step	BA	BA +15	BA +30	MA	MA +15	MA +30	MA +45	MA +60	MA +75
1	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$39,405	\$41,376	\$43,346	\$44,134	\$46,105	\$48,074	\$50,045	\$52,015	\$52,804
2	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$40,821	\$42,862	\$44,902	\$45,720	\$47,760	\$49,801	\$51,842	\$53,882	\$54,700
3	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$42,406	\$44,525	\$46,646	\$47,494	\$49,614	\$51,734	\$53,855	\$55,975	\$56,823
4	1.00	1.05	1.10	1.12	1.17	1.22	1.27	1.32	1.34
	\$43,432	\$45,605	\$47,776	\$48,644	\$50,816	\$52,988	\$55,160	\$57,330	\$58,200
5	1.08	1.13	1.18	1.20	1.25	1.30	1.35	1.40	1.42
	\$46,907	\$49,079	\$51,251	\$52,119	\$54,290	\$56,463	\$58,634	\$60,805	\$61,674
6	1.16	1.21	1.26	1.28	1.33	1.38	1.43	1.48	1.50
	\$50,381	\$52,554	\$54,725	\$55,594	\$57,765	\$59,937	\$62,109	\$64,279	\$65,149
7	1.24	1.29	1.34	1.36	1.41	1.46	1.51	1.56	1.58
	\$53,856	\$56,028	\$58,200	\$59,068	\$61,240	\$63,412	\$65,583	\$67,756	\$68,623
8	1.31	1.36	1.41	1.43	1.48	1.53	1.58	1.63	1.65
	\$56,898	\$59,068	\$61,240	\$62,109	\$64,279	\$66,452	\$68,623	\$70,796	\$71,663
9	1.38	1.43	1.48	1.50	1.55	1.60	1.65	1.70	1.72
	\$59,937	\$62,109	\$64,279	\$65,149	\$67,321	\$69,493	\$71,663	\$73,836	\$74,704
10	1.42	1.49	1.54	1.56	1.61	1.66	1.71	1.76	1.78
	\$61,674	\$64,714	\$66,887	\$67,756	\$69,926	\$72,098	\$74,270	\$76,442	\$77,310
11		1.53	1.60	1.62	1.67	1.72	1.77	1.82	1.84
		\$66,452	\$69,493	\$70,361	\$72,533	\$74,704	\$76,876	\$79,047	\$79,916
12			1.64	1.68	1.73	1.78	1.83	1.88	1.90
			\$71,229	\$72,967	\$75,138	\$77,310	\$79,482	\$81,653	\$82,521
13				1.72	1.79	1.84	1.89	1.94	1.96
				\$74,704	\$77,745	\$79,916	\$82,088	\$84,259	\$85,128
14					1.83	1.90	1.95	2.00	2.02
					\$79,482	\$82,521	\$84,694	\$86,865	\$87,735
15						1.94	1.99	2.04	2.06
						\$84,259	\$86,431	\$88,602	\$89,472
Maximum	\$61,674	\$66,452	\$71,229	\$74,704	\$79,482	\$84,259	\$86,431	\$88,602	\$89,472

Rounded to the nearest dollar

Longevity Schedule

Years of Service in CCSD	Longevity Payment
15	\$250.00
16	\$250.00
17	\$250.00
18	\$250.00
19	\$250.00
20 or more years	\$500.00

E. Additional Pay for Additional Responsibilities

Additional pay will be approved for additional responsibilities, which exceed the normal job requirement and/or hours. Pay requests for such additional activities must be approved by the building principal or Student Achievement Services before such an activity has taken place.

Nurses will be eligible to receive supplementary pay as outlined in Teacher Policy 4142 and/or Responsibility Factor pay as outlined in Teacher Policy 4141. All criteria (as applicable) must be followed.

F. Longevity Schedule

A nurse becomes eligible for longevity payments after being employed by the District as a nurse for fourteen (14) years. At the end of the fifteenth (15th) year of service, the nurse shall receive longevity pay in a lump sum according to the schedule shown on the bottom of the salary schedule.

G. Pay Cycles

1. All nurses employed as of July 1, 2015, will be paid from August through July in twelve (12) monthly installments. This cycle shall remain consistent for the teacher’s career in the District.
2. All nurses entering the District in their first year shall be offered the option to have their annual salary divided over thirteen (13) months provided they work at least fifteen (15) contract days in the month of their first payment. At the end of the nurse’s first year of employment, the teacher shall be paid from August through July.

With the exception of those nurses in their first year of employment in the District who choose the preceding option, all nurses will be paid the same annualized salary based on their Salary Schedule placement in twelve (12) monthly installments.

Revised: May 24, 2017

Adopted:

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SCHOOL NURSES

Policy: 4741

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for CCEA

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for CCSD

5/22/17

Date