



HEALTH SERVICES COMPENSATION PLAN

I. Initial Placement of Health Staff

	LPN	RN	RN+15	RN+30	RN+45	BSN	BSN+15	BSN+30	BSN +45	MSN	MSN+15	MSN+ 30	MSN+45
Minimum	48,000	50,000	50,600	51,200	51,800	52,800	53,550	54,300	55,050	56,550	57,675	58,800	59,925
Maximum	53,000	55,000	55,600	56,200	56,800	57,800	58,550	59,300	60,050	61,550	62,675	63,800	64,925

EXPERIENCE- All full-time, verified experience will be honored at a rate of \$500 per year. A maximum of 10 years of experience will be granted on initial placement.

COURSEWORK – All approved, graduate-level coursework will be honored at the following rates:

- \$40 per credit hour with a maximum of 45 credits beyond a RN degree. Amount per credit hour determined annually by the Governing Board.
- \$50 per credit hour with a maximum of 45 credits beyond a BSN degree. Amount per credit hour determined annually by the Governing Board
- \$75 per credit hour with a maximum of 45 credits beyond a MSN degree. Amount per credit hour determined annually by the Governing Board.
- \$1,000 will be granted for a BS degree
- \$1,500 will be granted for a MA degree

EXAMPLE: A health service employee who has 10-years of experience with 45 credit hours past a BSN degree who also has earned an MSN degree.

Base Salary (BSN)	\$52,800
Experience (10 x \$500)	\$5,000
Coursework (45 x \$50)	\$2,250
Master’s Degree	<u>\$1,500</u>
CONTRACT AMOUNT	\$61,500

ADDITIONAL INFORMATION

- A. Salary and benefits are prorated based on the hire date and less than full-time equivalent (FTE) employment.
- B. Salaries are based on a 200-day work calendar and contracts based on an extended work year calendar will be supplemented on a per diem basis.
- C. Coursework approved and completed in each fiscal year will be used to calculate education compensation for the following contract year. For example, coursework completed from July 1st through June 30th will be used to calculate compensation for the subsequent school year. Official transcripts must be submitted no later than September 1st following the end of each fiscal year.

II. Retirement Incentive Program (Governing Board Policy GCQE)

- A. The retirement incentive program is intended to provide a school employee with the opportunity to receive an incremental increase in salary during the final year of employment. Such payment must be offered and accepted in the employment contract prior to the beginning of the particular school year in which the retirement incentive pay is to be received.
- B. The employee must apply to the Governing Board, in writing, for the retirement incentive during or before the year prior to the year in which retirement will occur.
- C. An employee choosing the retirement incentive shall receive an increase over the regular contractual or scheduled salary in the year before retirement. The payment will be based upon the number of years of service to the District.

Number of years of service to the School District	Percent of annual salary
10	2%
11	3%
12	4%
13	5%
14	6%
15	7%
16	8%
17	9%
18	10%
19	11%
20 and above	12%

III. Sick Leave Payment upon Retirement (Governing Board Policy GCQE)

- A. Upon proper and timely application for the retirement incentive program, the District will pay for accumulated sick leave on a graduated scale up to the maximum accumulated amount indicated by the District. Certificated employees will be paid based upon a daily rate established for payment of a day-to-day substitute teacher in the District.
- B. The payment will be made on the following scale:

Number of years of service to the School District	Percent of daily rate
10	0%
11	5%
12	10%
13	15%
14	20%
15	25%
16	30%
17	35%
18	40%
19	45%
20 and above	50%