



HEALTH SERVICES COMPENSATION PLAN (Revised June 27, 2018)

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 | 35,870 | 37,419 | 38,019 | 38,619 | 39,219 | 40,219 | 40,969 | 41,719 | 42,469 | 43,969 | 45,094 | 46,219 | 47,344 |
| Maximum | 40,870 | 42,419 | 43,019 | 43,619 | 44,219 | 45,219 | 45,969 | 46,719 | 47,469 | 48,969 | 50,094 | 51,219 | 52,344 |

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 a MSN degree.

| | |
|-------------------------|-----------------|
| Base Salary (BSN) | \$40,219 |
| Experience (10 x \$500) | \$5,000 |
| Coursework (45 x \$50) | \$2,250 |
| Master's Degree | <u>\$1,500</u> |
| CONTRACT AMOUNT | \$48,969 |

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 202 work calendar and contracts based on an extended work year calendar will be supplemented on a per diem basis.

II. Salary Advancement for Certified Staff Employed Prior to 2016-17 Contract Year

ALL HEALTH SERVICES STAFF HIRED PRIOR TO 2015-16 SCHOOL YEAR - All current health services staff will retain same salary as 2015-16 if assignment remains essentially the same. For 2016-17 additional salary will be awarded for coursework completed during the 2015-16 contract

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year. No new hire will make more than any current staff member as a result of one to four years of frozen experience steps. Any health services staff member who could earn a higher salary as a result of the new compensation plan will be placed at the higher salary beginning with the 2016-17 contract year.

COURSEWORK – Beginning with the 2015-16 contract year, 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
- \$50 per credit hour with a maximum of 45 credits beyond a BSN degree.
- \$75 per credit hour with a maximum of 45 credits beyond a MSN degree
- \$1,000 will be granted for a BSN degree
- \$1,500 will be granted for a MSN degree

ADDITIONAL INFORMATION

- A. Salaries are based on a 204 work day calendar and contracts based on an extended work year calendar will be supplemented on a per diem basis.
- B. Health Services staff will receive personalized salary worksheets outlining their salary calculation for 2016-17. Staff will have the opportunity to reconcile any errors with the HR Department.
- C. Coursework approved, completed and confirmed with official transcripts through the spring 2016 quarter/semester will be used in calculating 2016-17 compensation. Official transcripts must be submitted no later than 6/30/16.
- D. Coursework approved, completed and confirmed with official transcripts from fall 2016 quarter/semester through 12/31/16 will be used in calculating 2017-18 compensation. Official transcripts must be submitted no later than 2/15/17.
- E. After 12/31/16, coursework approved and completed in each calendar year will be used to calculate education compensation for the following contract year. For example, coursework completed from 1/1/17 through 12/31/18 will be used to calculate compensation for the 2018-19 school year. Official transcripts must be submitted no later than 2/15 following the end of each calendar year.

III. 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% |

IV. 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% |