



CERTIFIED COMPENSATION PLAN (Revised June 27, 2018)

I. Initial Placement of Certified Staff

	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60	PHD
Minimum	41663	42638	43613	44588	45588	46713	47838	48963	50088	51088
Maximum	46663	47638	48613	49588	50588	51713	52838	53963	55088	56088

❖ All salaries include \$2,027 in Proposition 301 performance pay

EXPERIENCE- All full-time, verified, certificated teaching 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:

- \$65 per credit hour with a maximum of 45 credits beyond a BA degree. Amount per credit hour determined annually by the Governing Board.
- \$75 per credit hour with a maximum of 60 credits beyond a MA degree. Amount per credit hour determined annually by the Governing Board.
- \$1,000 will be granted for a MA degree
- \$1,000 will be granted for a doctorate

EXAMPLE: A teacher who has 10-years of experience with 45 credit hours past a BA degree. The teacher also has earned a MA degree.

Base Salary	\$41,663
Experience (10 x \$500)	\$5,000
Coursework (45 x \$65)	\$2,925
Master's Degree	<u>\$1,000</u>
CONTRACT AMOUNT	\$50,588

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 190-day work calendar and contracts based on an extended work year calendar (Academic Coach, Counselor) will be supplemented on a per diem basis.
- C. Proposition 301 (Classroom Site Fund) accounts for 4% of the base salary amount. The revenue the District receives from this fund is based on state sales tax revenue and state land trust sales which fluctuate. This may result in an annual fluctuation of the base salary.
- D. Proposition 301 (Classroom Site Fund) performance pay is also part of the base salary. The amount added to each cell above is \$2,027, which is the average performance pay over the last seven years. Performance pay is awarded to all eligible certificated staff successfully completing the annual board-approved pay for performance plan. The revenue that the District receives from the Classroom Site Fund is based on state sales tax revenue which can fluctuate. This may result in an annual fluctuation of performance pay.
- E. If the evaluation process has brought a certified evaluator to the conclusion that the performance of any individual has been unsatisfactory, that individual will be ineligible for

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performance pay for the current year. Staff members whose performance has been unsatisfactory will receive timely notice that this is the case. Such notice will provide an employee with a minimum of 45 instructional days to correct the inadequacy.

- F. National Board of Professional Teaching Standards Certification will result in an additional stipend of \$2,000 per year for each year the certification is valid.

II. Salary Advancement for Continuing Certified Staff

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

- \$65 per credit hour with a maximum of 45 credits beyond a BA degree
- \$75 per credit hour with a maximum of 60 credits beyond a MA degree.
- \$1,000 will be granted for a MA degree
- \$1,000 will be granted for a doctorate

ADDITIONAL INFORMATION

- A. Salaries are based on a 187-day work calendar and contracts based on an extended work year calendar (Academic Coach, Counselor) will be supplemented on a per diem basis.
- B. Proposition 301 (Classroom Site Fund) accounts for 4% of the base salary amount. The revenue the District receives from this fund is based on state sales tax revenue and state land trust sales which fluctuate. This may result in an annual fluctuation of the base salary.
- C. Proposition 301 (Classroom Site Fund) performance pay is also part of the base salary. The amount added to each cell above is \$2,027, which is the average performance pay over the last seven years. Performance pay is awarded to all eligible certificated staff successfully completing the annual board-approved pay for performance plan. The revenue that the District receives from the Classroom Site Fund is based on state sales tax revenue which can fluctuate. This may result in an annual fluctuation of performance pay.
- D. If the evaluation process has brought a certified evaluator to the conclusion that the performance of any individual has been unsatisfactory, that individual will be ineligible for performance pay for the current year. Staff members whose performance has been unsatisfactory will receive timely notice that this is the case. Such notice will provide an employee with a minimum of 45 instructional days to correct the inadequacy.
- E. National Board of Professional Teaching Standards Certification will result in an additional stipend of \$2,000 per year for each year the certification is valid.
- F. 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 1/1/16 through 12/31/16 will be used to calculate compensation for the 2017-18 school year. Official transcripts must be submitted no later than 2/15 following the end of each calendar year.
- G. Certified staff enrolled as of April 23, 2015 in a MA or PHD program will be granted salary placement on the “old” salary schedule (SY 2014-15) if the degree is completed by 7/1/17. For staff members enrolled in these programs, the “old” salary schedule will be used for salary placement in 2015-16, 2016-17, and 2017-18 except for annual experience steps.

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%



CLASSIFIED HOURLY COMPENSATION PLAN (Revised June 27, 2018)

I. Initial Placement of Classified Staff

LEVEL	BASE HOURLY RATE	LEVEL	BASE HOURLY RATE	LEVEL	BASE HOURLY RATE
1	11.03	8	12.53	15	14.39
2	11.12	9	12.78	16	14.67
3	11.34	10	13.03	17	14.96
4	11.57	11	13.29	18	15.27
5	11.80	12	13.56	19	15.57
6	12.03	13	13.83	20	16.00
7	12.27	14	14.10	21	16.53

EXPERIENCE- The Human Resource Department will review all prior compensated full-time, full-year experience. The prior experience must be directly related to the position for which the employee is being hired. 2% per year will be granted up to 10 years of verified experience.

EDUCATION – a 1% base hourly rate increase will be awarded for an AA or higher degree if not required for the position.

EXAMPLES:

1. Highly Qualified Paraprofessional – Level 5
 - a. Base Hourly Rate \$11.80
 - b. 5 Years of Experience $(.10 \times \$11.80) - \1.18
 - c. AA Degree $(.01 \times \$11.80) - .12$
 - d. **INITIAL OFFER** **\$13.10** $(\$11.80 + \$1.18 + .12)$

2. Bus Driver – Level 9
 - a. Base Hourly Rate \$12.78
 - b. 10 Years of Experience $(.20 \times \$12.78) - \2.56
 - c. **INITIAL OFFER** **\$15.34** $(\$12.78 + \$2.56)$

CLASSIFIED SUPPORT STAFF LEVELS

LEVEL	POSITION	LEVEL	POSITION	LEVEL	POSITION
1	Groundskeeper	5	Administrative Asst. I Elem. Admin. Asst. Department Admin. HQ Paraprofessional II ESS Behavior Technician Health Assistant	15	Food Service HS Mgr. HS Security
	Maintenance I				
	Custodian	6	Food Service Elem. Manager	16	Specialist II Accounts Payable Specialist Student Activities Specialist Student Data Generalist Maint/Custodial Specialist Business Generalist ELL Program Specialist Payroll/Benefits Specialist ESS MIPS Compliance Specialist
	Bus Aide				
	School Receptionist				
	Playground Monitor	7	Specialist I Administrative Asst. II Clerk III Payroll Clerk District Receptionist	17	Food Service Supervisor
	Food Service Worker				
	Food Service Cook				
	Food Service Custodian				
	HQ Paraprofessional I	8	Before & After School Instructor	18	Maintenance II HVAC - Specialist Electrical/Plumbing – Specialist Painter/Maintenance Technology Support Tech
	ESS Data Entry				
	Personal Care Asst.				
	ELL Paraprofessional				
	Clerk I				
HR File Clerk	9	Food Service MS Mgr. Truancy Officer Bus Driver	19	Specialist III	
Attendance Clerk					
Lead Custodian Clerk II	10	District AD – Admin. Asst.	20	Mechanic	
School Clerk	11	Maintenance Generalist	21	Specialist IV Lead Groundskeeper Student Data Specialist Executive Admin. Asst. Governing Board Secretary Senior Technology Support Payroll Coordinator HR Specialist Before and After School Lead Instructor	
Business Clerk					
2	Registrar	12	HR Generalist Substitute Specialist Curriculum Generalist		
	Library Aide				
3	Book Store Clerk	13	Parent Liaison		
	Site Head Cook ESS Records Clerk				
4	Warehouse Clerk	14	Transportation – Route Specialist Transportation – Trainer Transportation Dispatcher		

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. Support staff members will be paid based upon a daily rate calculated by multiplying the minimum wage times eight (8) hours.
- 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%



ADMINISTRATIVE COMPENSATION PLAN (June 27, 2018 Revision)

I. Salary Range

		Minimum	Maximum
A	Director – Business Services, Exceptional Student Services, Technology	\$78,750	\$102,751
B	High School Principal Director – Curriculum & Instruction, Human Resources, Teaching & Learning	\$77,650	\$95,901
C	Middle School Principal Elementary Principal District Athletic Director	\$76,650	\$89,051
D	Director – Food Services, Transportation	\$66,150	\$72,450
E	High School & Middle School Assistant Principals	\$60,900	\$79,461
F	Director – Finance, Health Services, Assessment and Data, Multiple Projects	\$57,750	\$75,351
G	High School Dean of Students Coordinator – Purchasing, Technology, Network, Maintenance & Grounds, Before & After School, Transportation, Grants & Federal Programs	\$50,400	\$61,651

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 261 days and a 12-month work calendar
- C. Administrators who hold a doctorate will earn extra compensation of \$2,300 annually.

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%

Maricopa Unified School District Stipend & Extra Duty Pay Levels

L	\$4,000
High School	Head Football
K	\$3,800
High School	"Zero Hour"- Class Overload- Per Semester
Middle School	"Zero Hour"- Class Overload- Per Semester
J	\$3,400
High School	Head Varsity Volleyball
High School	Head Varsity Girls' Basketball
High School	Head Varsity Boys' Basketball
High School	Head Varsity Softball
High School	Head Varsity Baseball
High School	Head Varsity Wrestling
High School	Head Varsity Track
High School	Head Varsity Soccer
High School	Head Swim Coach
High School	Marching Band
I	\$3,000
H	\$2,600
High School	Varsity Football Assistants
High School	Head Varsity Golf
High School	Head Beach Volleyball
High School	Head Varsity Tennis
High School	Head Varsity Cross Country
High School	Equipment Manager (Per Season - 3 Seasons)
G	\$2,300

High School	JV & Freshman Football Head Coach
High School	JV & Freshman Baseball
High School	JV & Freshman Basketball
High School	JV & Freshman Softball
High School	JV & Freshman Volleyball
High School	JV Soccer
High School	JV Track
High School	JV Wrestling
District	Doctoral Degree (PhD or EdD)
District	No Lunch ESS Teachers
District	No Prep ESS Teachers
F	\$2,000
High School	Head Varsity Cheerleading - Per Season
High School	All Assistant Coaches (except Varsity Football)
High School	Drama
High School	Assistant Band Director
District	National Board Certification
District	Retention Stipend - ESS Self-Contained Teachers
E	\$1,600
High School	Head JV Cheerleading - Per Season
District	Head Special Olympics Coach (Per Sport – 2 Sports)
D	\$1,500
High School	Student Council Advisor
C	\$1,400
High School	Club Sponsors- Including CTE Clubs, <u>Dance and Choir</u>
B	\$1,100
High School	Newspaper Advisor

High School	Yearbook Advisor	
High School	Head Colorguard Instructor	
High School	Head Percussion Instructor	
High School	Winterguard Instructor	
Middle School	Head Coaching Positions (All)	
District	Special Olympics (Per Sport – 2 Sports)	
District	Robotics Team Advisor	
A		\$800
High School	Spring Football	
High School	Summer Coaching	
High School	Class Advisors	
High School	National Honor Society	
High School	Assistant Percussion Instructor	
Middle School	Band	
Elementary	Band	
OTHER STIPENDS		
District	Campus Technology Liaisons	\$1,000
District	Gifted Liaisons	\$1,000
District	Adventure Course Leads	\$250
High School	Department Chairs	\$125/FTE
High School	Link Crew	\$250
High School	Approved Independent Clubs	\$250
Middle School	Student Council	\$250
Middle School	Yearbook	\$250
Elementary School	Grade Level Representatives	\$125
Elementary School	Academic League (School Site Stipend)	\$500
Elementary School	Spelling Bee Coordinator	\$250/School
Elementary School	Student Council	\$250
Elementary School	Yearbook	\$250
Elementary School	Intramural Coaches (3 Sports/School)	\$250
Elementary School	Non-21 st Century Schools – Club Sponsors	\$250/School

Longevity Increase for Experience:

- ✓ 5 years – 10% over base
- ✓ 10 years – 20% over base
- ✓ 15 years – 30% over base
- ✓ 20+ years – 40% over base

Additional Athletic Stipends:

Post season AIA play- Varsity Coach \$125
20-40 athletes participating on average \$250
40-60 athletes participating on average \$500
60+ athletes participating on average \$750

Note on Coaches: No teacher will coach an AIA activity in a school to which he/she does not have a teaching assignment unless he/she has the written permission of the principal that the coaching assignment will not interfere with the individuals teaching assignment.

Maricopa Unified School District

Substitute Pay Rates

Administrative Asst.	\$11.80 Hour
Office/Clerical	\$11.03 Hour
Custodian/Grounds	\$11.03 Hour
Food Service	\$11.03 Hour
Paraprofessional Gen. Ed.	\$11.03 Hour
Health Office	\$12.91 Hour
Security	\$14.39 Hour
Paraprofessional ESS	\$11.80 Hour
Bus Driver	\$12.78 Hour
Bus Aide	\$11.03 Hour
Registered Nurse	\$23.16 Hour
Substitute Cert	\$90 Day
Teacher Cert	\$100 Day
Retired MUSD	\$125 Day
Long Term	\$125 Day

2018- 2019 SCHOOL YEAR



RELATED SERVICES COMPENSATION PLAN (Revised June 27, 2018)

**I. Initial Placement of Related Service Staff
(Psychologists, Speech and Language Pathologists, Speech and Language Pathology Assistants, Occupational Therapists, Physical Therapists, Behavioral Counselors, Physical Therapy Assistants and Certified Occupational Therapy Assistants)**

POSITION	Minimum	Maximum
Psychologist (Master's Degree)	\$59,850	\$82,225
Speech and Language Pathologist (Master's Degree)	\$62,700	\$85,075
Occupational Therapist/Physical Therapist/Behavioral Counselors	\$56,100	\$73,000 – OT \$71,000 – PT/BC
Certified Occupational Therapist Assistant, Speech and Language Therapy Assistant, Physical Therapy Assistant	\$44,000	\$56,000 (COTA) \$54,000

EXPERIENCE- All full-time, verified experience will be honored at a rate of \$1,500 per year for Psychologists, SLP, OT & PT and \$1,000 per year for SLPA, COTA & PTA. A maximum of 10 years of experience will be granted on initial placement.

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

- (Psychologist) \$75 per credit hour with a maximum of 45 credits beyond a Master's degree. Amount per credit hour determined annually by the Governing Board.
- (Psychologist) \$2,000 will be granted for an Ed.D. degree
- (Psychologist) Nationally Certified School Psychologist (NCSP) \$2,000
- (SLP) \$75 per credit hour with a maximum of 45 credits beyond a Master's degree. Amount per credit hour determined annually by the Governing Board
- (SLP) \$2,000 will be granted for an Ph.D. or Ed.D. degree
- (SLP) Certificate of Clinical Competency (CCC) - \$2,000
- Occupational Therapist (OT and COTA) National Board for Certification in Occupational Therapy (NBCOT) - \$2,000

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 Board-approved work calendars 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 RELATED SERVICES STAFF HIRED PRIOR TO 2015-16 SCHOOL YEAR - All current staff will retain same salary as 2015-16 if assignment remains essentially the same. For 2016-17 additional salary will be awarded for coursework or certification completed during the 2015-16 contract year. No new hire will make more than any current staff member as a result of one to four

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years of frozen experience steps. Any related 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.

ADDITIONAL INFORMATION

- A. Salaries are based on the Board-approved calendar for each employee group and contracts based on an extended work year calendar will be supplemented on a per diem basis.
- B. Related 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 or certification approved, completed and confirmed with official transcripts or documentation through the spring 2016 quarter/semester will be used in calculating 2016-17 compensation. Official transcripts or documentation must be submitted no later than 6/30/16.
- D. Coursework or certifications approved, completed and confirmed with official transcripts or documentation from fall 2016 quarter/semester through 12/31/16 will be used in calculating 2017-18 compensation. Official transcripts or documentation must be submitted no later than 2/15/17.
- E. After 12/31/16, coursework or certifications approved and completed in each calendar year will be used to calculate education compensation for the following contract year. For example, coursework or certification completed from 1/1/17 through 12/31/18 will be used to calculate compensation for the 2018-19 school year. Official transcripts or documentation 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%



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%