

**CREIGHTON ELEMENTARY SCHOOL DISTRICT NO. 14
SCHOOL NURSE AND COTA COMPENSATION SCHEDULE
2009-2010**

	Base Salary	Professional Growth:	
	36,052	BA+18	1,142
1	36,247	BA+35/MA	2,284
2	36,614	BA+54/MA+15	3,426
3	36,787	MA+30	4,188
4	36,917	MA+45	5,140
5	37,090	MA+60	6,091
6	37,609		
7	37,912	Longevity:	
8	38,193	15-19 Yrs.	250
9	38,713	20-29 Yrs.	600
10	39,275	30+ Yrs.	750
11	39,881		
12	40,313		
13	41,157		
14	42,001		
15	42,693		
16	43,515		
17	44,575		
18	45,678		
19	46,651		
20	47,754		
21	49,117		
22	50,502		
23	51,778		
24	53,141		
25	54,460		
26	55,736		
27	57,380		
28	58,375		
29	59,500		
30+	65,384		

Base Salary	+	Professional Growth	+	Credentials	+	Pay for Performance Up to \$1,700	+	Longevity	=	Total Salary

A pay for performance stipend of up to \$1,700 per person may be earned by eligible staff members at school sites. **Work Year:** 205 days - School Nurses and COTA;
Insurance: Medical & Dental (District to pay 100% of HMO/Prepaid Dental); Life insurance at one times annual contract.
 (Termination Benefits calculated from last contracted daily rate divided by # of contract days).

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New Employee Placement: Placement on the certified compensation plan will be based upon: (1) the earned degree; (2) the number of graduate credits earned after the conferring of the last degree. These credits must have been earned within the previous ten (10) year period from the date of employment; (3) up to Level 6 based on years of teaching experience in a public or accredited private school. However, the Superintendent can approve advanced placement based upon additional years of experience. Full certification/special area endorsement required.

Process Compensation (Evaluation): To be eligible for process compensation the staff member must: (1) be employed the major portion of a school year (fifty-one percent) of the days school is in session with a full-time equivalent (FTE) contract of .50 or greater; (2) have successfully completed Level I (3.0 Rating) or Level II of the Standard Evaluation System or satisfactorily completed a PIP; (3) have complied with the provisions of A.R.S. 15-509 and/or A.R.S. 15-521 and not been served notice of unprofessional conduct.

Professional Growth: Professional Growth for the purposes of salary advancement is defined as any approved professional activities which will improve the employee's performance of duties and lead to student academic achievement and success in the accomplishment of the District's Mission, Goals and Objectives. These professional growth activities must be done on an employee's own time at their own expense.

SL:jlr
Adopted: 4/14/09