

2022-2025

# Nurse (LAHP) Agreement

**Lindbergh**Schools

Excellence in **Learning**. Designing the **Future**.

*Lindbergh Schools is an Equal Opportunity Employer.*

# POLICY AGREEMENT BETWEEN

Lindbergh Schools Board of Education  
and  
The Lindbergh Association of Healthcare Professionals (LAHP)

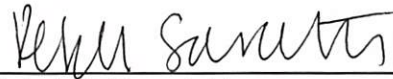
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July 1, 2022 - June 30, 2025

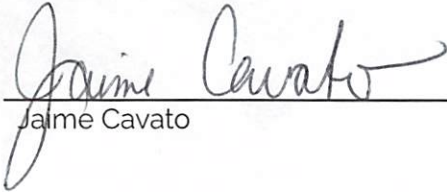
The following agreement has been reached by the representation of Lindbergh Schools Board of Education and the representatives of the Lindbergh Association of Healthcare Professionals, the official bargaining group of Lindbergh nurses.



Dr. Brian McKenney



Rebekah Sarantakis



Jaime Cavato



Emily Dudenhoeffer

Date of Signing: 3/14/22

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Superintendent's Endorsement: \_\_\_\_\_



Date: \_\_\_\_\_

3/14/22

Date of the Board of Education Approval: 3/17/22

# **Section 1 Foundations**

## **1.1 Employee Relations**

It is the policy of the Board of Education of the Lindbergh Schools, hereinafter referred to as the "Board" or "District", to Bargain with employees of an exclusive bargaining representative. Except as may otherwise be required by law. The Board or its designee shall meet, with the exclusive representative, for the purposes of negotiations with respect to salaries, benefits and other conditions of employment.

## **1.2 Exclusive Representative**

The Board recognizes the Lindbergh Association of Healthcare Professionals- NEA (LAHP), hereinafter referred to as the "Association," as the exclusive bargaining representative for all full-time and regular part-time nurses who hold an active license issued by the State of Missouri to engage in the practice of nursing, including but not limited to RNs, LPNs, BSNs, MSNs and advanced practice nurses employed by Lindbergh Schools.

## **1.3 Definitions**

The term "Employee" when used hereinafter in this Agreement shall refer to all regularly employed unit members as defined in 1.2.

The District recognizes that school nurses have completed significant education and training and hold Missouri licensure. The District will consider school nurses as "Professional Support Staff."

## **1.4 Cases of Emergency or Unlawfulness**

Notwithstanding any other provision of this Agreement, any other agreement between the District and employees, or any other provision of policy and/or regulation to the contrary, the Board of Education reserves the right to unilaterally suspend, modify, amend, or repeal any provision of this Agreement due to changes in the law, financial exigency, natural disaster, pandemic, or other emergency, if in the judgment of the Board and at its sole discretion, the best interests of the District so require.

The Board of Education acknowledges the obligation of professional nurses to comply at all times with the Missouri Nursing Practice Act ("Act"). The Act defines nursing; establishes legal, ethical, and clinical standards for the nursing profession; and provides guidance regarding the scope of nursing practice. Accordingly, the Board recognizes the importance of providing a workplace that will permit and encourage the members of the Association to comply with the requirements of the Act.

## **Section 2      Negotiation Procedures**

### **2.1      Present Proposals**

During negotiations, the Association has the right to present proposals relative to salaries, benefits, and other conditions of employment that are the proper subject of negotiation.

### **2.2      Bargaining Teams**

Each party shall name its own negotiating team. The Association shall designate a team of up to six (6) members. The Board shall designate a team of up to six (6) members. Subject matter experts may be invited to speak as needed but will not serve as members of the negotiating team.

Except as may otherwise be required by law, the District agrees not to bargain with any other employee organization or individual who is part of the bargaining unit on any matter subject to bargaining or the terms and conditions of this Agreement.

### **2.3      Information Requests**

Both parties shall furnish each other, upon reasonable request, available information pertinent to the issue(s) under consideration.

### **2.4      Procedure Basics**

The Ground Rules of the negotiations shall be agreed upon prior to the beginning of negotiations and located in the appendix of this Agreement (Appendix A).

### **2.5      Reopeners**

Should either the District or the Association wish to modify the current Agreement during the length of this agreement, either party shall notify the other party in writing. The following will apply:

- A. Nothing shall compel either party to agree to reopen the Agreement, with the exception of those issues in Article 1.4.
- B. Any reopeners should be of narrow focus and clearly defined. The Ground Rules will be agreed upon prior to the start of negotiations.
- C. The negotiations process for reopeners shall be limited to thirty (30) calendar days.
- D. Any tentative agreements must be ratified by both parties.

- E. Negotiations shall be in conformance with the procedure outlined in this document.

## **2.6 Duration of Agreement**

This Agreement shall be effective as of July 1, 2022 and shall continue in full force and effect through June 30, 2025.

# **Section 3 Salary and Benefits**

## **3.1 Salary Schedule**

For the 2022-2023 school year, effective July 1st, each employee will move one step on the nurse salary schedule (appendix B).

For the 2023-2024 school year, effective July 1st, each employee will move one step on the nurse salary schedule (appendix C).

For the 2024-2025 school year, effective July 1st, each employee will move one step on the nurse salary schedule (appendix D).

## **3.2 National Board Certification**

Salary Supplement for National Certification: There is a \$2,500 annual stipend for any nurse achieving national certification through the National Board for Certification of School Nurses. For example, anyone passing the exam after September 1 must wait until the next school year to be eligible for compensation. To receive the stipend, the nurse must submit proof of current certification and must submit proof when the CEU requirements are met.

The District will reimburse an employee for the cost of examination fees and required textbook(s) (digital or print) related to obtaining National Board Certification (NBC). The District will also reimburse an employee for application fee(s), National Association of School Nurses annual membership fees, examination fee(s), required textbook(s) (digital or print), and/or CEU fees related to obtaining recertification. Reimbursement for the purposes of obtaining NBC or a recertification shall not exceed \$500 per employee, every five (5) years of employment with the District. Proof of payment(s) and certification must be submitted to Human Resources along with a completed Employee Continuing Education Form to be eligible for reimbursement. Requests for reimbursement must be submitted to Human Resources within one-year of obtaining NBC or recertification.

### **3.3 Letter of Intent**

The district will provide a letter with terms of employment for the following year as early as possible in the current year, but no later than, May 20th.

### **3.4 Extra Duty/Extra Pay**

Nurses who are required to participate in approved trainings for employees after hours or who are required to assist with on site immunizations, and/or emergency contact tracing after hours will be paid over and above their regular salary at their regular hourly rate. Time must be approved in advance by the Lead Nurse.

### **3.5 Summer School Pay**

Nurses who work summer school will be compensated at the summer school teacher rate.

### **3.6 Insurance**

Insurance rates/premiums are negotiated annually and subject to change on January 1st of each year. LAHP shall be given the opportunity to have a representative of their choosing on the District Insurance Committee.

Insurance benefits for eligible full-time employees commence on the first day of the first full month of employment.

#### **1. District-paid Hospitalization**

The District will pay for coverage for the full-time employee and offer family coverage for those who desire to pay for this additional benefit. Contact the Director of Insurance and Benefits for full details.

Eligible LAHP members who retire will be able to purchase health insurance through the school district.

#### **2. District-paid Dental Insurance**

The Lindbergh School District provides a district-paid dental insurance program for regular full-time employees and offer family coverage for those who desire to pay for this additional benefit. Contact the Director of Insurance and Benefits for the details.

#### **3. Group Life and Accidental Death and Dismemberment Insurance**

Lindbergh Schools provides a full-time employee with \$35,000 Group

Life Insurance and Accidental Death and Dismemberment Insurance.

Full time employees also may have the option of purchasing additional Group Life Insurance and Accidental Death and Dismemberment Insurance.

#### 4. District-paid Vision Insurance

Lindbergh Schools will provide Board-paid vision insurance to full time employees and offer family coverage for those who desire to pay for this additional benefit. Contact the Director of Insurance and Benefits for the details.

#### 5. Liability Insurance

The district provides a liability insurance policy for all employees.

#### 6. Employee Assistance Program

The district provides a Board-paid employee assistance plan for full-time employees in the district.

### INSURANCE RATES

Current insurance rates can be found on the district intranet site under Benefits and then Documents.

Further information can be found In the Employee Benefits Guide, which is also listed on the employee benefits page.

## **Section 4 Continuing Education**

### **4.1 Tuition Reimbursement**

Tuition Reimbursement for a BSN, MSN, or a Master's Degree for a school nurse-related program will be the actual hourly rate up to a maximum of \$150.00 per hour for the first 1-6 credit hours and a maximum of \$135.00 per hour for the next 7-18 credit hours annually. The 18 credits per year can be all in-person classes, all online classes, or a combination of blended learning. However, reimbursement will only be given providing the credit is taken from an accredited college or university. The course must have approval from the Lead Nurse and the Chief Human Resources Officer prior to enrollment in the course.

*Note: Reimbursement requests must be submitted within one year of course completion.*

Reimbursement is limited to six (6) hours per fall semester, six (6) hours per spring semester and six (6) hours per summer semester. A planned program is to be submitted to the Chief Human Resources Officer prior to taking the courses.

*Note: The first year in a new position is critical to long-term success; tuition reimbursement will be effective in June following the nurse's first year at Lindbergh.*

Proof of payment and original grade card or transcript must be submitted along with a completed Employee Continuing Education Form.

If the employee leaves the district for any reason except for termination by the Board of Education, the employee must return 100% of any tuition reimbursement received during the school year. If the nurse returns the following year but only works one semester or a portion of the following year, the employee must reimburse the district on a pro-rated basis i.e. one semester = 50%. The employee may appeal extenuating circumstances, for example medical hardships.

Nurses must be employed at an FTE of .5001 or more to be eligible to receive tuition reimbursement.

## **Section 5      Work Day and Extra Duty/ Extra Pay**

### **5.1      School Year Work Day**

All employees shall be assigned definite hours of work with designated starting and ending times. A regular day for full-time employees will be seven hours and twenty minutes (7:20).

It is the responsibility of each employee to attend all called and regularly scheduled faculty, department or subject area meetings. Arrival and departure times may vary only as the building principal and lead nurse authorizes.

### **5.2      Lunch Period**

Within each building, the principal and lead nurse will work with the nurse to develop a schedule that provides for a 30 minute duty-free lunch period.

### **5.3      Beginning of School Year Preparation Time**

Each nurse may choose to work up to seventy (70) hours over the summer, outside of summer school, to prepare for the upcoming school year as approved by the Lead Nurse. This work should take place after July 1st and before the first contracted work day. Nurses will be compensated for this time at their hourly rate according to their annual salary for the upcoming school year.



### **5.3 Beginning of School Year Preparation Time**

Each nurse may choose to work up to seventy (70) hours over the summer, outside of summer school, to prepare for the upcoming school year as approved by the Lead Nurse. This work should take place after July 1st and before the first day of student attendance. Nurses will be compensated for this time at their hourly rate according to their annual salary for the upcoming school year. Nurses will clock in and out in the district time management system for hours worked before or after their contracted work hours for compensation.

### **5.4 School Closures**

Employees will not have their pay reduced if released from duties by the superintendent during inclement weather days or at other times.

### **5.5 Telework**

On a work day when school is not in session or in the case of unique and unusual circumstances, nurses may be authorized to telework as directed by the lead nurse. Approved telework is provided to assure the goals of Lindbergh Schools are accomplished in a productive, thoughtful and efficient manner. District protocols for approved telework will be kept in the Nurse's Handbook.

## **Section 6 Handbook**

Each negotiation year, the District will form a committee that consists of at least one elementary nurse, one secondary nurse, one LAHP representative appointed by the LAHP President, and the lead nurse to complete a review of the current handbook prior to May 1st.

Prior to BOE action on existing policies or making changes in the Nurse's Handbook, the District will make a reasonable attempt to meet with LAHP representatives in order to discuss the issues. All building administrators and the Lead Nurse will receive regular training from the human resources department on the Agreement and the Nurse's Handbook.

## **Section 7 Association Rights**

### **7.1 Staff Meetings**

The Association shall have an opportunity to speak during all nurse staff meetings of the year on such dates, and at such locations and times, as shall be determined by the District. The Association will be provided at least ten (10) minutes to do so.

Following a request, the District will provide to the Association the names, worksite, position, phone number, and address of employees in the bargaining unit.

## **7.2 Use of District Communications Systems and Facilities**

The Association shall have uncensored use of mailboxes, email, and other communication systems for communicating with bargaining unit members, except that the Association will not use the District's email accounts, mailboxes, or other communication systems to advocate, support, or oppose any ballot measure or candidate for public office. The Association may use the District's email accounts to direct members to other Association-sanctioned websites, such as the Association web site and other related communication tools; and for all official Association business, provided the incoming e-mail does not include a subject line or information that advocates, supports, or opposes any ballot measure or candidate for public office.

The Association may use District facilities for Association meetings, provided the appropriate facility usage procedures are followed.

## **7.2 Collaboration**

Representatives of LAHP and the District may, upon request from either party, meet to discuss questions and concerns of an ongoing nature, apart from the collective bargaining process. Both parties shall submit all specific issues and/or questions they wish to discuss at least two work days prior to a scheduled meeting when possible. These meetings will take place in order to maintain a level of trust between the district and the Association in order to move the district forward with strategic goals.

# **Section 8 Employee Rights**

## **8.1 Right to Representation**

Employees have the right to have an Association representative present when meeting with a school district administrator(s) where the employees may face discipline or when a meeting could lead to any actions or memorandums associated with the employee's discipline; including but not limited to meetings involving an employee's transfer, performance concerns, administrative leave pending an investigation, suspension, or termination.

## **8.2 Progressive Discipline**

Progressive discipline minimally will include an informal conversation, a formal discussion with warning, written reprimand, and a temporary administrative leave or suspension, with discharge as the last resort. The Human Resources Department will review any recommendation for termination. If the employee is not satisfied with

decisions or rulings, the employee has access to district grievance procedures as established in Board Policy [GBM](#). The District reserves the right not to follow progressive discipline in cases of employee misconduct involving major offenses which would justify immediate suspension or discharge.

### **8.3 Written Rebuttals**

Employees shall have the right to submit a written rebuttal to disciplinary letters/memos/write-ups. The rebuttal shall be attached to the disciplinary letter and placed in their personnel file.

### **8.4 Suspension/Leave Pending an Investigation**

If an employee is placed on leave pending the outcome of an investigation, such employee shall continue to receive pay and benefits until the Board renders a decision. In cases of suspension, the District will follow policy [GBPD](#).

### **8.5 Timeline of Progressive Discipline**

In the event that twelve (12) months pass between incidents, the progressive discipline timeline will restart.

### **8.6 Written Statements**

If the District requires a written statement from an employee following an incident, the employee shall have forty-eight (48) hours to provide such statement to allow the employee to consult with union representation.

### **8.7 Concerns, Complaints**

Employees must be made aware of complaint(s)/concern(s) as soon as is reasonably possible if the complaint(s)/concern(s) may be used as the basis of disciplinary action. Anonymous complaints/concerns will not be used as the basis for disciplinary action unless substantiated through investigation.

Any complaint/concern/material mutually determined by the District and the employee to be inappropriate or invalid shall be removed from the employee's personnel file.

## **Section 9 Leave**

### **9.1 Employee and Family Regular Sick Leave**

Professional Support Staff members shall be granted ten days, or seventy (70) hours per year of Sick Leave, to be distributed on the first contracted day of each year. Sick Leave may be used for the illness, injury, medical appointments, or incapacity of the staff member or the staff member's immediate family. Each employee shall be

credited with seventy (70) hours of Sick Leave per year, cumulative to 1260 hours for personal illness or for illness in the immediate family--spouse, parents, brothers, sisters, children, grandchildren, grandparents, or any person who is wholly dependent upon the employee.

Part time employees will receive a prorated amount of leave if they work over part time (50.01%).

If illness occurs to others of close relationship or connection, Sick Leave, if requested, may be approved by the Chief Human Resources Officer.

## 9.2 Extended Illness

If approved by the District, extended illness leave will be granted according to the "Extended Illness Schedule". A physician's report will be required every thirty (30) days. The employee must be willing to submit a physician's report or authorize the Chief Human Resources Officer to obtain a report from a qualified physician. An employee must submit in writing a request for Extended Illness Leave to Human Resources.

The number of sick leave days used during the year of illness would be subtracted from total payable.

### Extended Illness Schedule

<i>Years Experience in Lindbergh</i>	<i>Paid Days</i>
1 complete year - 10 years	90 school days
11 years -15 years	150 school days
16 or more years	full school year

## 9.3 Parental Leave

### A. Maternity Leave

The district shall apply up to 6 weeks, or 8 weeks for Cesarean, of paid leave for maternity. Paid leave is intended for postpartum recovery and will be applied starting on the day the child is born. Maternity leave will not pause surrounding school breaks and holidays. It is continuous, and only workdays/holidays will be compensated. This leave will not be taken from the employee's leave bank(s). Additional unpaid leave for the birth or first-year care of a child may be available under the FMLA.

### B. Adoption/Foster Care Leave

The district shall apply up to 6 weeks of paid leave for adoption or foster care. Paid leave will start after the district is provided notification by an

adoption/foster agency that the child will be placed in the custody of the employee(s). Paid leave will not pause surrounding school breaks and holidays. It is continuous, and only workdays/holidays will be compensated. If the parents are both employees, the 6 paid weeks are split between them at their discretion. This leave will not be taken from the employee's leave bank(s). Additional unpaid leave for adoption or fostering of a child may be available under the FMLA.

C. Paternity/Spousal Partner Leave

The district shall apply up to 5 days of paid leave for paternity or spousal partner for well-baby care. Parental leave may be taken intermittently, but must be used within the parameters of the FMLA. If a partner/spouse or baby is in the hospital or suffers a serious medical event, immediate family medical leave may be used in addition to this paid leave. Additional unpaid leave for the birth or first-year care of a child may be available under the FMLA.

## **9.4 Worker's Compensation**

An employee may not use Sick Leave or Disability Leave during the period the employee receives Workers' Compensation for time lost due to work-related incidents or injuries. Please see the handbook for further guidance.

## **9.5 Bereavement Leave**

Nurses will be granted up to five (5) bereavement days (working days) for a death in the immediate family. (See [Board Policy GCBDA](#) for definition of immediate family).

Nothing herein shall be interpreted to prohibit a nurse's use of personal leave.

If extenuating circumstances, such as travel needs and funeral arrangements, require the staff member to be absent for more than the designated number of days, additional leave with full pay may be approved by the Superintendent of Schools or designee.

If a death occurs to others of close relationship, a special request for bereavement absence to attend the services may be made through the building principal to the Human Resources Department.

## **9.6 Personal Leave**

Personal leave is designed to allow the employee to deal with situations of business or of a personal nature when such situations or business cannot be routinely

scheduled outside school time. Part time Employees will receive a prorated amount of leave if they work over part time (50.01%). The personal leave policy shall be administered under the following provisions:

- A. Each staff member shall be granted two (2) days, or fourteen (14) hours) of personal leave per year.
- B. In any year, the unused personal leave days will be added to the following year, accumulating to a maximum of five (5) days per year or 35 hours.
- C. Requests for personal leave shall be made in writing to the Lead Nurse or appropriate official at least one (1) day prior to the expected absence.
- D. No specific reason for such personal leave shall be required or solicited.
- E. Personal leave may not be used for vacations.
- F. Personal leave may not be taken for more than three (3) days consecutively.
- G. Personal leave will not be granted for the first or last week of a semester or for the day before or after a school holiday. Exceptions may be made by the supervisor for good reason.

## **9.7 Special Leave**

No nurse shall suffer loss of salary for absences of up to five days for the following reasons when approved at least one day in advance by the superintendent or their designee. The superintendent or his designees may request a statement of verification for the absence.

1. Religious Observance – Absence with pay for two days each school year may be granted for the observance of religious holidays. Whenever possible, it is expected that requests for religious holidays will be made in writing to the designated administrator for his/her consideration at least two weeks in advance of the time leave is requested.
2. Court summons- to represent the district (Policy [GDBDA](#))
3. Graduation in the immediate family (high school or post-secondary)
4. Examination for advanced degrees
5. Wedding in the immediate family; persons who are in the wedding party would not suffer any loss of pay the day of the wedding
6. Injury or severe illness in the immediate family; family member requires immediate medical attention
7. Professional meetings and conferences.
8. Unusual transportation or weather problems when out of town during school related meetings and conferences

9. Closing on a home - 1 day - the day of the closing.

For approved absences for reasons other than those listed, the request should be made through the Lead Nurse to the Chief Human Resource Officer.

## 9.8 Disability

If verified by the Social Security Administration and the Non-Teacher Retirement System, the employee will be paid by the "Extended Illness Schedule". The district will pay the difference of the amount received from disability, social security, and the state retirement system and the employee's salary and the fringe benefit package for the period of time covered by the extended illness policy.

### Extended Illness Schedule

Years Experience in Lindbergh	Paid Days
1 complete year - 10 years	90 school days
11 years -15 years	150 school days
16 or more years	full school year

## 9.9 Leave of Absence Without Pay

The Board may, upon the written request of a nurse, and for good cause shown, grant a leave of absence for a period up to one year.

- A. Childcare leave may be granted for the remainder of the school year in which the child is born. The child rearing leave, if granted, will begin immediately after the FMLA leave has ended. The parent may request an additional year of childcare leave.
- B. A leave for the adoption of a child two years or younger may be granted. Adoption leave will commence as soon as the child has been released to the care of the adoptive parent(s).
- C. The employee will return to the same or similar position at the end of the leave.
- D. An employee must notify the district by February 15th through either email or written communication to Human Resources of their intent to return or resign.

## 9.10 Family and Medical Leave Act

The district will administer leave that qualifies for Family and Medical Leave Act (FMLA) protection in accordance with federal law. Policy [GBBDA](#) is intended for guidance and shall not be interpreted to expand the district's responsibilities beyond

the requirements of the law. For employees who are not eligible for FMLA leave, including employees who have exhausted available FMLA-protected leave, requests for leave shall proceed according to the district's established policies and agreements.

The Family and Medical Leave Act (P.L. 103.3) allow eligible employees leave without pay for twelve weeks for certain specified reasons. Leave Policies are updated to fully comply with all provisions of the Act. An employee is eligible if he/she has been employed by the district for at least twelve (12) months and has worked at least 1,250 hrs. during the previous twelve (12) months.

Medical, dental, life and vision insurance will continue for the duration of the leave.

### **9.11 Additional Leave**

Additional leave options for nurses can be found in Board Policy [GDBDA- Support Staff Leaves](#).



## APPENDIX A- Ground Rules

1. The District and the Association agree to bargain in good faith on matters that are related to the terms and conditions of employment and that are the appropriate subjects for negotiation. The parties agree and acknowledge that the Board of Education is a locally-elected body charged with the responsibility for the management of the schools as provided under law.
2. For purposes of these ground rules, "good faith bargaining" includes the willingness to meet at reasonable times and confer in good faith, in an effort to reach a mutually agreed upon position on subjects of bargaining. The obligation to bargain in good faith does not compel either party to agree to a proposal or make a concession.
3. The District negotiation team and the Association negotiation team shall have the authority to negotiate on behalf of their respective constituencies at the table. The negotiation teams shall also have the authority to reach tentative agreement on proposals submitted for negotiations. However, neither team shall have the authority to bind their respective constituencies unless or until a tentative agreement is reached, the agreement shall be submitted to the Association for ratification. The Board of Education may vote to accept or reject the tentative agreement.
4. The best interests of the students will be the objective for any and all agreements made. All discussions shall be conducted in an atmosphere of mutual respect for the process, the individuals and the opinions expressed. Out of mutual respect and common courtesy, the parties agree to eliminate side talking and agree that only one person will talk at a time. The parties agree to devote their time and attention to the negotiation process in each session. The procedures set forth are intended to improve the bargaining process by enhancing communication and creating an environment of mutual respect, trust and confidence.
5. For the 2022-2023 bargain, the association and the District agree to conduct negotiations virtually.
6. Suggested modifications to the text of proposals/ counterproposals/ responses will be presented in written form, using bold (**dddd**) text for additions and strike-through (~~eded~~) for deletions.
7. Both parties agree to respond to bargaining proposals and will do so by the next bargaining session unless a mutually agreed alternative timeline has been determined or unless unforeseen circumstances prevent a response

within the timeline provided.

8. The parties agree to attempt to pre-schedule multiple meetings. If more than one meeting cannot be scheduled in advance, the date for the next meeting will be the last agenda item for each subsequent meeting. The teams will make the most efficient use of time between sessions by utilizing digital communications to seek clarification on issues between scheduled sessions, that may include exchanging proposals.
9. During negotiation sessions, each negotiation team is free to caucus as needed. Each team will be provided a private space in which to caucus.
10. All tentative agreements shall be dated and initialed by the team leader for each party. Teams may mutually agree to reopen previously agreed upon proposals at any time prior to the full execution of a tentative agreement.
11. Once a tentative agreement is reached, the agreement shall be submitted to the Association for ratification. The Board of Education may vote to accept or reject the tentative agreement.

SO AGREED:

For the Association:  Date: 3/10/22

For the Board:  Date: 3/10/22

## APPENDIX B – 2022-2023 Salary Schedule

Step	RN	BSN	MSN	MSN+30
<b>1</b>	\$38,500	\$40,000	\$41,240	\$43,763
<b>2</b>	\$39,424	\$40,960	\$42,230	\$44,813
<b>3</b>	\$40,370	\$41,943	\$43,243	\$45,889
<b>4</b>	\$41,339	\$42,950	\$44,281	\$46,990
<b>5</b>	\$42,331	\$43,980	\$45,344	\$48,118
<b>6</b>	\$43,347	\$45,036	\$46,432	\$49,273
<b>7</b>	\$44,387	\$46,117	\$47,546	\$50,455
<b>8</b>	\$45,453	\$47,224	\$48,688	\$51,666
<b>9</b>	\$46,544	\$48,357	\$49,856	\$52,906
<b>10</b>	\$47,661	\$49,518	\$51,053	\$54,176
<b>11</b>	\$48,805	\$50,706	\$52,278	\$55,476
<b>12</b>	\$49,976	\$51,923	\$53,533	\$56,808
<b>13</b>	\$51,175	\$53,169	\$54,817	\$58,171
<b>14</b>	\$52,403	\$54,445	\$56,133	\$59,567
<b>15</b>	\$53,661	\$55,752	\$57,480	\$60,997
<b>16</b>	\$54,949	\$57,090	\$58,860	\$62,461
<b>17</b>	\$56,268	\$58,460	\$60,272	\$63,960
<b>18</b>	\$57,618	\$59,863	\$61,719	\$65,495
<b>19</b>	\$59,001	\$61,300	\$63,200	\$67,067
<b>20</b>	\$60,417	\$62,771	\$64,717	\$68,676

\*National Board for Certification of School Nurses is a \$2,500 annual stipend

\*Step placement on the schedule may not correspond to number of years of experience.

## APPENDIX C – 2023-2024 Salary Schedule

Step	RN	BSN	MSN	MSN+30
<b>1</b>	\$39,500	\$41,000	\$42,240	\$44,763
<b>2</b>	\$40,448	\$41,984	\$43,254	\$45,837
<b>3</b>	\$41,419	\$42,992	\$44,292	\$46,937
<b>4</b>	\$42,413	\$44,023	\$45,355	\$48,064
<b>5</b>	\$43,431	\$45,080	\$46,443	\$49,217
<b>6</b>	\$44,473	\$46,162	\$47,558	\$50,399
<b>7</b>	\$45,540	\$47,270	\$48,699	\$51,608
<b>8</b>	\$46,633	\$48,404	\$49,868	\$52,847
<b>9</b>	\$47,753	\$49,566	\$51,065	\$54,115
<b>10</b>	\$48,899	\$50,756	\$52,291	\$55,414
<b>11</b>	\$50,072	\$51,974	\$53,546	\$56,744
<b>12</b>	\$51,274	\$53,221	\$54,831	\$58,106
<b>13</b>	\$52,505	\$54,498	\$56,147	\$59,500
<b>14</b>	\$53,765	\$55,806	\$57,494	\$60,928
<b>15</b>	\$55,055	\$57,146	\$58,874	\$62,391
<b>16</b>	\$56,376	\$58,517	\$60,287	\$63,888
<b>17</b>	\$57,729	\$59,922	\$61,734	\$65,421
<b>18</b>	\$59,115	\$61,360	\$63,215	\$66,991
<b>19</b>	\$60,534	\$62,832	\$64,733	\$68,599
<b>20</b>	\$61,986	\$64,340	\$66,286	\$70,245

\*National Board for Certification of School Nurses is a \$2,500 annual stipend

\*Step placement on the schedule may not correspond to number of years of experience.

## APPENDIX D – 2024-2025 Salary Schedule

Step	RN	BSN	MSN	MSN+30
<b>1</b>	\$40,500	\$42,000	\$43,240	\$45,763
<b>2</b>	\$41,472	\$43,008	\$44,278	\$46,861
<b>3</b>	\$42,467	\$44,040	\$45,340	\$47,986
<b>4</b>	\$43,487	\$45,097	\$46,429	\$49,138
<b>5</b>	\$44,530	\$46,179	\$47,543	\$50,317
<b>6</b>	\$45,599	\$47,288	\$48,684	\$51,525
<b>7</b>	\$46,693	\$48,423	\$49,852	\$52,761
<b>8</b>	\$47,814	\$49,585	\$51,049	\$54,027
<b>9</b>	\$48,961	\$50,775	\$52,274	\$55,324
<b>10</b>	\$50,137	\$51,993	\$53,529	\$56,652
<b>11</b>	\$51,340	\$53,241	\$54,813	\$58,011
<b>12</b>	\$52,572	\$54,519	\$56,129	\$59,404
<b>13</b>	\$53,834	\$55,828	\$57,476	\$60,829
<b>14</b>	\$55,126	\$57,167	\$58,855	\$62,289
<b>15</b>	\$56,449	\$58,539	\$60,268	\$63,784
<b>16</b>	\$57,804	\$59,944	\$61,714	\$65,315
<b>17</b>	\$59,191	\$61,383	\$63,195	\$66,883
<b>18</b>	\$60,611	\$62,856	\$64,712	\$68,488
<b>19</b>	\$62,066	\$64,365	\$66,265	\$70,132
<b>20</b>	\$63,556	\$65,910	\$67,855	\$71,815

\*National Board for Certification of School Nurses is a \$2,500 annual stipend

\*Step placement on the schedule may not correspond to number of years of experience.